



UNIVERSITY
OF TORONTO

University
Archives



NUMBER 9
42nd YEAR
MONDAY,
DECEMBER 12,
1988

Bulletin

Mak to lead AIDS research team

A UNIVERSITY molecular biologist has been selected to lead a team of North American scientists seeking a cure for AIDS.

Professor Tak Mak of the Department of Medical Biophysics and the Department of Immunology will be in charge of a \$2.5 million (US) project paid for by the US National Institute of Allergy & Infectious Diseases. The team includes Mak and researchers from Harvard University and the University of California. Two pharmaceutical companies are also involved.

Mak's team will examine how the human immunodeficiency virus (HIV) attaches itself to immune cells. It will also look for chemicals to block that process and thereby the spread of the virus.

HIV causes AIDS by destroying cells of the immune system, which protect the body from disease. People with AIDS become vulnerable to often fatal infections.

The virus appears to invade immune cells by attaching to a protein molecule known as CD4 on the outside of the cell. Mak's team will study the precise mechanism of that binding and search for ways to block it.

Mak's research is being paid for by a US program designed to encourage the development of anti-AIDS drugs. He is the first scientist outside the United States to win funding under the program.

His research work is being carried out at the Ontario Cancer Institute at Princess Margaret Hospital.

The Jan. 9 *Bulletin* will carry an in-depth article on other University researchers involved in the fight against AIDS.

Toike controversy heats up

Similar problems at McGill, Carleton, Concordia

by Karina Dahlin

U OF T HAS a tribunal to hear complaints concerning the non-academic behaviour of students, but the disciplinary mechanism is little used and will not be called upon to decide whether the writers of the *Toike Oike* have acted in a manner "prejudicial to the University" — the only charge that could be laid.

David Neelands, assistant vice-president (student affairs), said the charge is too open to interpretation. His office is planning to draft a new code of behaviour for students, as requested by the Committee on Campus & Community Affairs last year.

The *Toike* is one of several campus engineering society newspapers in Canada accused of publishing offensive material. Engineering papers have met with opposition at Concordia, Carleton and McGill Universities as well as the Universities of Calgary and Saskatchewan. The newspaper published by the Agricultural Students' Association at Saskatchewan, *Bullshead*, was also in trouble last fall.

At McGill, the *Plumber's Pot* stopped publishing after Dean Pierre Bélanger refused to allow the students to use a room and computers to produce the paper. He also stopped it from being distributed at his faculty, and the engineering undergraduate society cut off funding.

The November issue of the *Plumber's Pot* had "lots of problems," Bélanger said in an interview. Explicit cartoons and sexist language made him decide that "enough was enough." The initiative was his own and has not been met with a great deal of resistance. Complaints about censorship have been "surprisingly" few.

Bélanger thinks that the jokes in the engineering paper have become more off-colour over the years. "Society is becoming more permissive so (the publishers) keep raising the ante."

Malcolm McGrath, associate dean of the Faculty of Applied Science & Engineering, said the most recent issue of the *Toike* was like "Mary Had a Little

Lamb" when compared to issues from the 1950s, when he was a student.

"The *Toike* is a dinosaur. It cannot get

See TOIKE : Page 2



Studious sisters

St. Mike's students Jay and Dan Pancirov hit the books in the Hart House reading room.

JEWEL RANDOLPH

Provincial gov't ends funding for Innovations Foundation

Fate of jobs still in doubt

by George Cook

THE UNIVERSITY will make every effort to continue supporting the Innovations Foundation, despite a recent provincial government decision to end funding for two technology transfer initiatives.

The programs — for "centres of innovation" and commercial development officers — expire Jan. 31. As a result, U of T's Innovations Foundation will lose about \$200,000 a year, one-third of its annual operating budget.

Jim Keffer, vice-president (research) said he will move quickly to make the government aware of the problems the decision creates and to seek alternatives.

If the province is open to applications from individual institutions to replace the monies lost, U of T will be in a strong position to make an attractive proposal, Keffer said.

The foundation and the University have taken particular care to ensure that provincial funds are spent as the government intended — to facilitate technology transfer from the University to the private sector by the registration of patents and the sale of commercial licences.

In a Dec. 8 interview, Monte Kwinter, minister of industry, trade and technology, said financial support for the Innovations Foundation and similar centres elsewhere may be available from other programs.

"Where there is an identified need, we will certainly look at it," Kwinter said.

The programs were terminated because they had "outlived their usefulness," he said. The decision was made

after a study by a private consultant and considerable discussion.

However, the minister said the study is an "internal document" and will not be made public.

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Scarborough College enters its prime

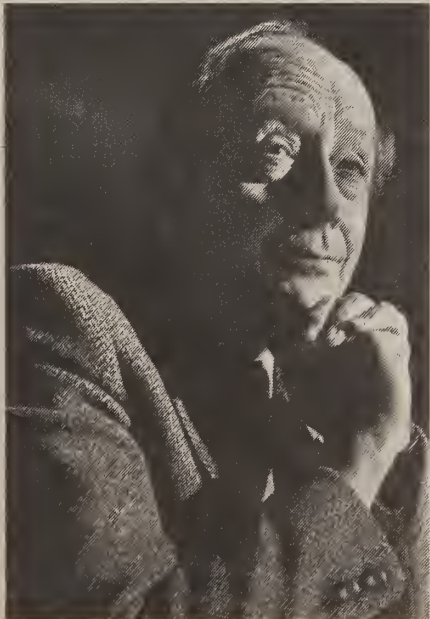
by Jane Stirling

SCARBOROUGH COLLEGE is entering its prime years and as with many young adults on the threshold of 25, it is busy defining its place in the world.

U of T's eastern campus opened to students and faculty in 1965, at a time of expansion for post-secondary institutions in Ontario. The college grew rapidly until the late 1970s, when enrolment peaked at 3,500 full-time and 1,500 part-time students. Since 1977 growth has been slower.

The release in October of *Responses to Renewal 1987* — a compendium of opinions and proposals arising from consideration of President George Connell's discussion paper — affords an excellent opportunity to reflect on the role of the college in the larger University context, Principal Ronald Williams said in a recent interview.

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Ronald Williams

GREG HOLMAN

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Star tour: Professor John Percy is about to send a Celestron eight-inch telescope on a journey around the world. PAGE 9

Rights, wrongs: Letters concerning the *Toike*, parking problems, grievance procedures, "human resources" and more. PAGES 13-14

Supplement: Policy with Respect to AIDS for the University of Toronto. PAGE 10

Toike Oike raises questions, hackles

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away with the same cracks it used to. I think it should change its style. People are more sensitive — or less tolerant," he said.

There has been no attempt by the dean of engineering to terminate the *Toike*. "It would be easier if it closed, but we hope the Engineering Society will make the right decisions in a dignified manner," said McGrath.

The Canadian Council of Professional Engineers, a national association of provincial licensing bodies, has also voiced opposition to degrading student newspapers.

George Lozano, director of public affairs for the council said his organization does not endorse the "sexism, racism and vulgar, crude material" which dominate some of the engineering publications. "It seems to be part of some long-standing tradition . . . Now such language and behaviour is no longer tolerated."

Last year, the president of the council spoke about the subject at a meeting of engineering deans. The point of his speech was that the profession has changed, Bélanger said.

"It is not the macho, male, beer-swilling bastion it used to be. The profession wants to attract female students." The talk had some influence on what is happening now, Bélanger said.

Obscene

In a Nov. 15 letter to Dona Harvey, assistant vice-president (public affairs), the University's legal counsel said that as to obscenity "there is a borderline case for prosecution with respect to *Toike Oike*."

"The contents would probably satisfy the 'exploitation' test in the definition of an obscene publication but there is a question as to whether this is 'undue,' having regard to contemporary Canadian standards of tolerance."

"I could not be confident that a prosecution would succeed. Some satisfaction might be obtained by referring the publication to the Morality Squad of the Metropolitan Toronto Police."

The University Affairs Board agreed at its meeting Nov. 29 to endorse a letter from President George Connell to the editor of the *Toike* expressing "disappointment and disgust" with the Oct. 10 issue. A copy of the letter will be sent to the four advertisers in the *Toike*.

Neelands told the meeting that the University has received a flood of letters and telephone calls from people inside

and outside the University objecting to the material printed in the *Toike*. Some advised that the matter be dealt with by the courts or by the Ontario Human Rights Commission.

Draft policy

These suggestions were rejected, Neelands said, because "the University has a responsibility to govern itself." The University provides space and telephones free of charge to the paper and therefore has some responsibility for the publication.

However, U of T has "a good, long-standing practice of not interfering with student activities" and prefers to interfere as little as possible in this matter as well.

Neelands recommended a "Draft Policy with Respect to Campus Media." The University Affairs Board will likely

Stricter guidelines proposed

THE *TOIKE OIKE* will continue publishing next year but with stricter guidelines, says the president of the Engineering Society, representing students in the Faculty of Applied Science & Engineering.

Keren Morehead said the society's communications review board will revise current editorial guidelines for the engineering newspaper with input from other campus organizations.

"We want to look at this issue as widely as possible," she said. "We want to look at everything before we make any moves."

A review board composed of three members of the society's executive committee will send out letters this month to a variety of student, staff and faculty associations asking for comments on the monthly publication. Based on internal and external input, the board will devise an editorial policy for the paper which will be forwarded to the executive for approval.

In a referendum vote last month, 74 percent (611 students out of 827) wanted no changes to the controversial newspaper. One hundred and thirty five voted for stricter guidelines and 62 voted to discontinue the publication.

"We don't want to go against the students' wishes but I think we'll have to change a few things," Morehead said. "We want this review because of the minority who voted against it."

discuss the document at its next meeting Jan. 10, after Neelands has been in touch with representatives of the more than dozen campus information media.

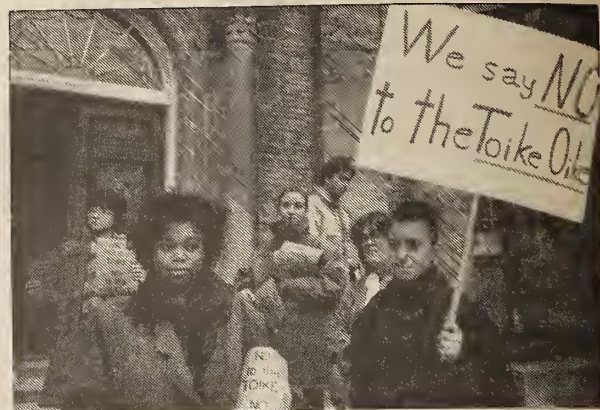
Opinions on the proposed policy are divided. Some board members said a minimum standard for all publications would be useful while others thought discussion should be limited to the *Toike*.

Kirsten Krismer of the Graduate Students' Union said in a prepared statement to the board that one of the problems confronting the University was the fear of risking student autonomy by actions which could be seen as an imposition of standards.

Quoting the *Canadian Human Rights Advocate* she said: "The issue is not whether it is inappropriate to treat students as children. Rather, it is that the university community can no longer justify sitting on its hands when there are persons within its community being victimized by some manner . . . of oppression or hatred."

McGrath said he found it difficult relating the *Toike* to violence against women. Personally, he thought a policy for campus media was a bad idea. "We are not dealing with morons. These are our future leaders." The engineering faculty has a good rapport with its students, which is important, McGrath said, because "these are the people (the University) will be asking for support."

The question of private funding for the University was also raised by Nancy Jackman in a letter to Joanne Uyede,



A small group of anti-*Toike Oike* protesters gathered outside Simcoe Hall Nov. 29 during the University Affairs Board meeting.

chair of the University Affairs Board, on Nov. 25.

"The Jackman Foundation has given or pledged two million dollars over the past year to the work of the University. This money was given for many reasons, one among them being that the University adheres to the Human Rights code."

"The *Toike Oike*, in my opinion, does not adhere to guidelines in the Human Rights Code of Ontario. I find this newspaper offensive on many points — sexism, hate literature, racism and so forth."

"I do hope your Board will stop this newspaper from publishing."

Jackman's letter and others did have an effect, Uyede said in an interview.

"The Jackman Foundation is a strong supporter of the University. We get 80 percent of our funding from the public and we have a responsibility to our public that we don't sanction abusive material."

The controversy is far from over, Uyede said. "I'm seeing a tidal wave."

Innovations Foundation

Continued from Page 1

Kwinter said the province has decided to concentrate its research and development initiatives in the Premier's Council, established in 1986 to help administer a \$1 billion "technology fund."

Fill gap

Pauline Walsh, executive director of the Innovations Foundation, said current provincial programs may not be able to fill the gap left by the demise of the centres of innovation program.

Walsh met Keffer Dec. 8 to discuss the situation. She said she hopes the foundation will not be forced to lay off any of its seven employees as a result of the government's decision.

Keffer said the University will "move heaven and earth" to continue to provide the foundation with sustained support. "It would be bad business strategy to cut funding from the foundation. It's underfunded as it is," he said.

However, without government assistance, it will be difficult to replace all the monies lost, he added.

Find funds

Dick Bowman, a spokesperson for Queen's University, said its centre, called Parteq Innovations, employees five people. Queen's will continue to operate the centre for at least six months while it tries to find funds to replace the government monies lost. "We're going to try to keep the team together," Bowman said. Parteq has an annual budget of about \$300,000.

Will Sayers, COU communications director, said some universities will be forced to lay off employees for lack of funds.

News of the government decision was leaked to a Toronto newspaper by MPP Cam Jackson, the Progressive Conservative Party critic for colleges and universities portfolio.

In an interview, Jackson said he thinks the government decided to cut the program — begun by former premier Frank Miller — to help build a case for economic aid from the federal government, as the province adjusts to the implementation of the free trade agreement with the United States.

"It is clear Premier David Peterson is positioning himself in the free trade debate so that he can now negotiate as much out of the federal government as possible," Jackson said.

He said he expects the province to announce a new package of initiatives — including one to replace the centres of innovation program — that will require federal support.

UNIVERSITY OF TORONTO Bulletin

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Material may be reprinted in whole or in part with appropriate credit to the *Bulletin*.

Published every two weeks by the Department of Communications.

Submissions for publication must be in the *Bulletin* office, 45 Willcocks St., University of Toronto, Toronto, M5S 1A1, 10 days before publication date unless otherwise specified.

Editorial Enquiries: 978-6981

Distribution Enquiries: 978-4933

Advertising Enquiries: 978-4933
Display advertising space must be reserved two weeks before publication date.

Let people who have AIDS continue working: Israelstam

THE UNIVERSITY should allow people in the latter stages of AIDS to continue their work, even if it means they can only do so for a half-day per week, says Professor G.F. Israelstam.

Israelstam, who teaches botany at Scarborough, made his remarks during the first discussion of the draft policy on AIDS by the University Affairs Board at its Nov. 29 meeting. The policy, which is printed on page 10 of this issue of the *Bulletin*, will be recommended for final approval at the board's meeting Jan. 10.

In 1987 the Office of Student Affairs began to study AIDS guidelines for students, particularly those living in residences. Shortly after, staff members were included in the considerations, said Alec Pathy, vice-president (human resources).

AIDS is a unique illness because a victim is almost certain to die from it.

The disease "incites fear and hysteria," Pathy said. The purpose of an AIDS policy is to alleviate the fear and to ensure fair treatment of those with AIDS or the virus that causes it, known as HIV or human immunodeficiency virus.

The proposed policy does not address directly the concern voiced by Israelstam. It says that "as long as HIV-infected employees are able to perform the essential duties of their jobs, and current medical evidence indicates that their continuing to work does not pose a safety or health hazard to themselves or others, they will be treated in the same way as any other employee."

The draft policy and a set of guidelines accompanying it were drawn up after a review of policies for the City of Toronto and at Wilfrid Laurier University, Carleton University and U of T's Faculty of Medicine.

Grievance process soon at Trinity

by Jane Stirling

THE FACULTY of Divinity at Trinity College will have grievance procedures in place by the end of the academic year, but they will not be applicable to the Marsha Hewitt case, says College Provost Robert Painter.

"It's not appropriate to be steered by the present situation," Painter said. "We're in negotiations to have a procedure appropriate to Hewitt."

Hewitt's lawyer, Suzie Scott, executive director of the University of Toronto Faculty Association (UTFA), said any procedures established by the college should be retroactive and apply to her client.

"All Trinity has to say is that Marsha will be the first one to use the new procedures, but they don't want to give her a fair shake. They'll put the guidelines in place, but she won't be able to use them."

Members of Trinity's executive are scheduled to meet tonight to discuss the formation of a special committee to examine existing procedures and recommend a broader policy.

The divinity faculty currently has measures in place for tenure-stream grievances, but none dealing specifically with first appointments to the tenure stream, as in Hewitt's case. The college's arts faculty is covered by University grievance procedures.

Trinity vice-provost Brian Parker said the new procedures may be based on a model similar to the one at Victoria College. It adapted the memorandum of agreement between UTFA and the University to its own specifications. The procedures include an internal grievance

review panel with the authority to make binding decisions.

At the Academic Board meeting Dec. 1, members decided to table a motion concerning the establishment of grievance procedures at Trinity until they receive more information. Earlier 24 members of the board signed a petition requesting the creation of "fair and equitable procedures" at each of the University's affiliated and federated institutions.

President George Connell cautioned board members to "reflect carefully" on a motion that could damage relationships between U of T and its sister in-

stitutions. In the past the University's governing bodies have exercised forbearance in issuing injunctions to affiliates, he said.

Charles Meadow, professor of information science, supported the motion because it addressed the needs of all University faculty who have grievances against the administration.

"She [Hewitt] has no recourse except to appeal to those individuals against whom she has the grievance or to take her grievance to an outside body," he noted. "We feel our colleagues should share the benefits of our community."

University awards three honorary degrees

TWO UNIVERSITY alumni and a world-renowned classics scholar were awarded honorary degrees at the fall convocation last month.

St. Clair Balfour, a U of T alumnus, served the University's Governing Council for nine years, the last four as its chair. He retired from this position in June. Balfour was also managing co-chair of the Update fundraising campaign from 1976 to 1981.

He spent 55 years in the newspaper business, becoming president and chair of Southam Press Limited (now Southam Inc.) and has served on the boards of many social services, arts, religious and business organizations.

Alumnus John H. Sword was honoured for his "unselfish willingness to serve in any capacity" at the University. He started his administrative career as the assistant secretary of the School of Graduate Studies in 1947 and became secretary in 1948.

He became executive assistant to the president of the University in 1960. After two years as vice-provost, he was appointed acting president in 1967-68, a position he held again in 1971-72. During his second stint as acting presi-

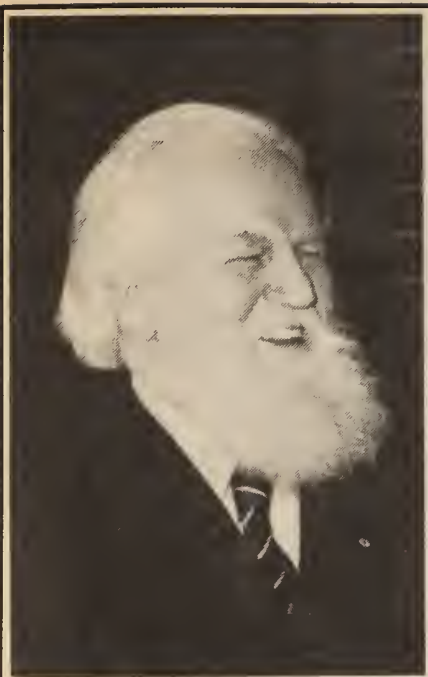
dent, he helped lay the groundwork for Canada's only unicameral university governing structure.

Although he retired from U of T in 1980, he was appointed acting director of the School of Continuing Studies in 1980-81 and again in 1983. Sword is currently the director of the University's oral history project.

Professor Walter Burkert, a classics scholar from the University of Zurich, was honoured for his knowledge of ancient Greece. His book, *Greek Religion*, was described by the *Times Literary Supplement* as "the best history of Greek religion for this generation." He has taught in Zurich since 1969.

Next Bulletin

THE NEXT issue of the *Bulletin* will be published January 9. The deadline for receipt of events and booking of display ads is *December 19*. Editorial material and classified ads should be in the *Bulletin* offices at 45 Willcocks St., by *December 21*.



Prize writer

Robertson Davies, the former master of Massey College and one of Canada's pre-eminent writers, was presented with the 1988 Canada Council Molson Prize in the Arts and a cheque for \$50,000 by Canada Council chair Maureen Forrester last month. Davies, 75, won international recognition with his Deptford Trilogy novels, the first of which, *Fifth Business*, was published in 1970. The Molson prize, which recognizes outstanding contributions to the arts, is the most recent of Davies' honours. He won the Lorne Pierce Medal in 1961 for his contribution to Canadian literature, the Governor General's Award in 1972 and the Medal of Honor for Literature from the National Arts Club of New York City. He is a Companion of the Order of Canada and an honorary member of the American Academy & Institute of Arts & Letters.

Committee formed to examine memorandum amending procedures

A SPECIAL COMMITTEE of the Academic Board has been established to examine the procedures that could be used to amend academic policies under article two of the Memorandum of Agreement between the University and the faculty association.

At present these "frozen" policies — involving appointments, promotions, tenure, employment conditions of part-time academic staff and political candidacy — can only be changed by mutual consent of Governing Council and UTFA.

The seven-member committee, chaired by Professor Dick Risk of the Faculty of Law, was formed following rejection of the procedural suggestions brought to the Dec. 1 meeting of the Academic Board by its Agenda Committee.

The Agenda Committee had proposed, among other things, the formation of subcommittees of the board to consider major or sensitive changes to academic policies. Under the proposal, subcommittee reports would be forwarded to UTFA "in sufficient time to afford the association a reasonable opportunity to consider them and to make representations to the Academic Board if it wishes."

Calling the suggestions a "blueprint for complications," Professor Fred Wilson, president of UTFA, said the procedures must be modified to include negotiations regarding proposed policy amendments under article two.

"Changes must be made through negotiation, not through consultation," he said. "We don't want confrontation. It's essential the Academic Board and faculty association work together on this."

Beyond terms

Professor A.S. Sedra, who proposed the formation of the special committee, said the Agenda Committee went beyond its terms of reference when it brought procedural recommendations to the board.

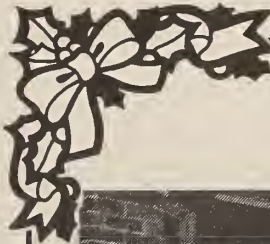
"We [the Academic Board] must deal with this issue effectively and have independence from the administration and Governing Council."

In a Nov. 8 letter to Professor Mike Uzumeri, chair of the Academic Board, Wilson said UTFA does not think the Agenda Committee should assume executive powers enabling it "to shape and determine the outcome of the board's deliberations."

The board should decide how it wants to deal with policy changes, not a subcommittee of the Agenda Committee, the letter said.

Uzumeri later defended the committee's actions, noting issues can be dealt with in the most efficient manner if board members have recommendations or a motion to approve or reject.

"We come up with a scheme and then go from there so a position on an issue can be taken," he said.



Holiday Cheer



Nancy Bush (1); David Vereschagin (2); Greg Holman, photographer (3); Margaret MacAulay, executive editor of the *University of Toronto Magazine* (4); Peter O'Brien (5); Marion de Courcy-Ireland (6); John Aitken (7); Ailsa Ferguson (8); Margot Roesslein, advertising representative (9); Sandra Sarner (10); Jane Stirling (11); George Cook (12); Karina Dahlin (13); Jewel Randolph, photographer (14). Missing: Peter Legris, photographer.

Clarification

AN ARTICLE in the Nov. 21 *Bulletin* said the first nuclear magnetic resonance spectrometre had recently been installed at Erindale College. In fact the new machine is not the first of its kind at the college. It is, however, the first *solid state* spectrometre installed.

'Sometimes our problems aren't appreciated'

Continued from Page 1

"Both Erindale and Scarborough Colleges will have to find distinctive roles," Williams said. "Merely being a small version of the St. George campus is not particularly appealing."

Although the suburban colleges have similar enrolments, the time has arrived to achieve separate identities. "My guess is that by the 50th anniversary, there will be even more diversity than now."

One obvious difference between Scarborough and Erindale is the autonomy of the former's arts and science programs. The 1971 Hare Report on the future of the college recommended the establishment of distinct academic programs, separate from the University's Faculty of Arts & Science.

This independence has given the college the freedom to innovate, Williams said. While new courses are still subject to review by the Scarborough College Council and the University's Academic Board, no approval is needed from the arts and science faculty.

Leading role

Cooperative education (or work-study) programs have been among the most successful of Scarborough's initiatives — so successful, in fact, they may eventually play a more prominent part in the college repertoire of academic offerings.

"Cooperative education is not cheap, but it has given us a high profile. It's a way for us to achieve a sense of our distinctness."

Currently less than 10 percent of Scarborough students are enrolled in work-study programs. Any move to increase this proportion would involve considerable discussion, Williams said.

Today cooperative education has four components — administrative studies, arts administration, international development studies and a computer science and physics program, new this year. The college may soon add a program in publishing.

Williams is particularly proud of the University's first undergraduate program in neurosciences, established in the late 1970s, which led to the creation of a graduate program in the same field.

One of the benefits of a small campus is the close interaction among faculty members. Scarborough has capitalized on this asset and integrated staff. For example, its humanities program, which was used as a model by the US Department of Education, provides an inter-



The three Scarborough building wings — science, recreation and humanities — converge at the meeting place, where students can lounge and clubs set up displays.

disciplinary approach to the liberal arts. A single course can be taught from a variety of perspectives and by more than one professor.

The Centre for University Studies in Language brings several languages together in one program.

Terrain and environment earth sciences combines geology and geography.

In addition to a strong curriculum, the college has achieved international distinction for its research projects. The new soil erosion research facility, scheduled to open for use this fall (with its official opening next spring), will house a 25-metre flume, the only one in the world able to simulate steep and irregular slopes.

Approves plans

A proposal to build a multipurpose cultural centre for campus and community use is also moving along nicely, Williams said. Scarborough College Council approved the plans in late October. At an estimated minimum cost of \$3 million, the centre will house a 250-seat theatre, a rehearsal hall and drama studio, an art gallery and a music room. In addition the building will have indoor access to campus dining facilities.

Funding for the complex will derive, in part, from Breakthrough, the University's \$100 million fundraising drive.

Despite these new projects, Williams admits the college is smaller than envisaged in the 1960s. Expansion was virtually halted when provincial funds slowed to a trickle more than a decade ago.

The University must address the need for capital development, he said. Scarborough and Erindale tend to be overlooked because of their relative youth in comparison with the aging buildings downtown.

"When we tell people we have fairly urgent capital requirements, they are incredulous," Williams said. "I do feel

sometimes that our problems aren't appreciated."

He said the college needs a child care centre, a better student centre, a larger science wing and some renovations. The principal's residence, unoccupied for the

past 10 years, would make a good conference centre.

There is also a desperate need for more residence spaces. Williams would like to add another 535 beds to bring the total to 930.

The lack of provincial funds for capital expansion is one of the reasons he is not in favour of suggestions to increase undergraduate enrolment at the college. *Renewal 1987* suggests a reduction in the number of undergraduates downtown and an increase at Scarborough and Erindale.

Williams said Scarborough is at capacity now, and simply doesn't have the space for more students. In *Responses to Renewal 1987*, he also notes that an increase in graduate enrolment downtown would force faculty members from his college to spend more time in their graduate departments, leaving less time for a burgeoning undergraduate population.

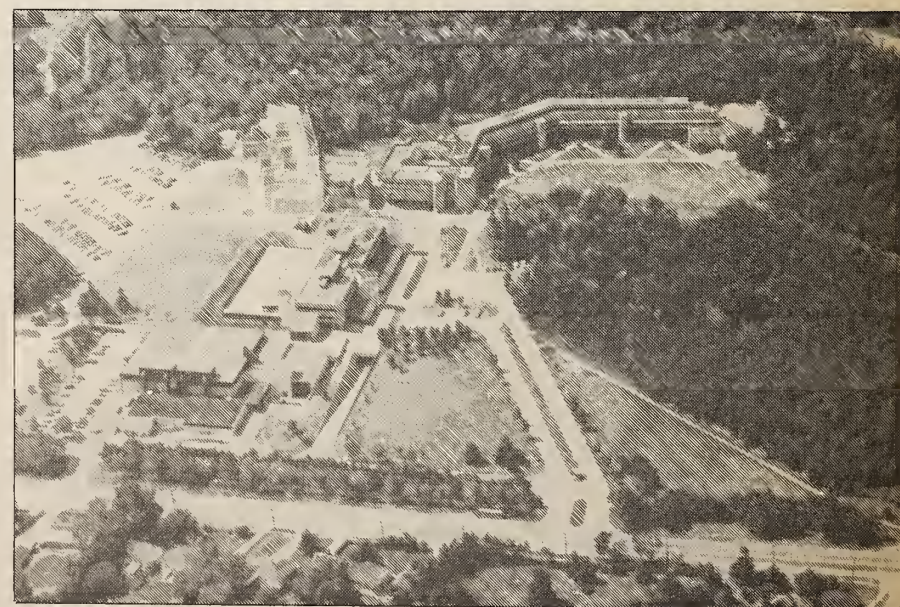
Community

Although Williams would like to see the college expand, he is well aware of the advantages of a relatively small campus. Students enjoy personalized attention and a community atmosphere but still have access to U of T's enormous resources downtown. The prestige of belonging to the University "family" is as important to students as it is to faculty members. Many professors who teach at the eastern campus have their research facilities downtown.

Nevertheless, life as a suburban college can have its drawbacks. Faculty members, many of them "coming into the full flow of their careers" are lured to administrative positions on the St. George campus. "That's okay, but it does cause some problems for me," Williams said.

The Scarborough campus is composed of a three-wing building, complete with library and sports facilities as well as neighbouring student townhouses and the soil erosion laboratory.

About 35 to 40 percent of the student body emanates from the city of Scarborough while another one-third comes from Metro Toronto.



Aerial view of Scarborough campus

Scarborough College is located 33 kilometres east of the St. George campus. It is situated on 300 acres of parkland at Ellesmere Rd. and Military Trail. Its student body of 5,000 (3,500 full-time and 1,500 part-time) is taught by 220 faculty members.

Scarborough professors supervise a total of about 220 graduate students at the MA and PhD levels. About 50 graduate students pursue their studies and research on campus, mostly in biology, geography and psychology. The others work primarily downtown.

The Vincent Bladen Library building contains more than 217,000 volumes as

well as a large map and periodicals section. Laboratories, computers, residences and recreational facilities are also available.

Scarborough offers a wide variety of choices to students including work-study programs in administration, arts administration, international development studies and computer science and physics.

It also offers other unique programs in neurosciences, cognitive studies, terrain and environment earth sciences and medieval studies.

The West Hill campus also contains a new soil erosion research facility, scheduled to open shortly.



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MONDAY TO SATURDAY

Editor's Notebook

Occupational hazards. David Neelands started his new job as assistant vice-president (student affairs) in September but looked after the duties in his previous job as registrar at Trinity College until Nov. 30. With this kind of a workload it was easy for him to identify with his son, a new junior kindergarten student. When Neelands asked him how things were going at school, junior replied, "It was positive, Daddy. I wasn't afraid very much and I didn't even cry once."

There was another occasion for empathy when Neelands asked four-year-old Peter what had occupied his day at school. Peter told him that little had been accomplished because his group ran out of tongue depressors (the children were supposed to glue the wooden sticks together to build houses).

Neelands recounted the incidents during his first oral report to the University Affairs Board at its Nov. 29 meeting.



Family ties. Ross Harvey, the only NDP candidate elected Nov. 21 in Alberta (hell, he's the only federal NDP ever elected in Alberta) is the younger brother of **Dona Harvey**, assistant vice-president (public affairs).

History of the world, part I. Richard Lederer, an English teacher at St. Paul's School in Concord, New Hampshire, has pasted together a "history" of the world taken from genuine student bloopers collected by teachers throughout the US, from grade eight through university. His history was recently excerpted in *The Boston Sunday Globe*. Watch this space for the full story. Here's the first installment:

Ancient Egypt was inhabited by mummies, and they all wrote in hydraulics. They lived in the Sarah Desert and travelled by Camelot. The climate of the Sarah is such that the inhabitants have to live elsewhere, so certain areas of the dessert are cultivated by irritation.

The pyramids are a range of mountains between France and Spain. The Egyptians built the pyramids in the shape of a huge triangular cube.

The Bible is full of interesting caricatures. In the first book of the Bible, Guinness, Adam and Eve were created from an apple tree. One of their children, Cain, asked, "Am I my brother's son?"

* * *

Everything you always wanted to know about **Dactylosomatidae** and the **Tununirusirmiut** but were afraid to ask. Here's a selection of the PhD orals that will be heard over the next two weeks.

• John Robert Barta, Department of Zoology, "The Life Histories, Ultrastructure, Epizootiology and Evolutionary Relationships of Members of the Family Dactylosomatidae (Apicomplexa: Eucoccidiida: Adeleina)."

• May S. Kung-Sutherland, Institute of Medical Science, "Characterization, Isolation and Partial Purification of the 25-Hydroxy-Vitamin D3-Dihydroxylases from Rat Kidney Mitochondria."

• Kathlyn Moore Stewart, Department of Anthropology, "Environmental Change and Human Adaptation in Late Pleistocene and Holocene African Fishing Settlements."

• Christopher Geoffrey Trott, Department of Anthropology, "Structure and Pragmatics: Social Relations among the Tununirusirmiut."

• Kimberley Ann Gilbride, Department of Microbiology, "Replication of the Neisseria gonorrhoeae and Haemophilus ducreyi ampicillin resistance plasmids pFA3 and pJB1."

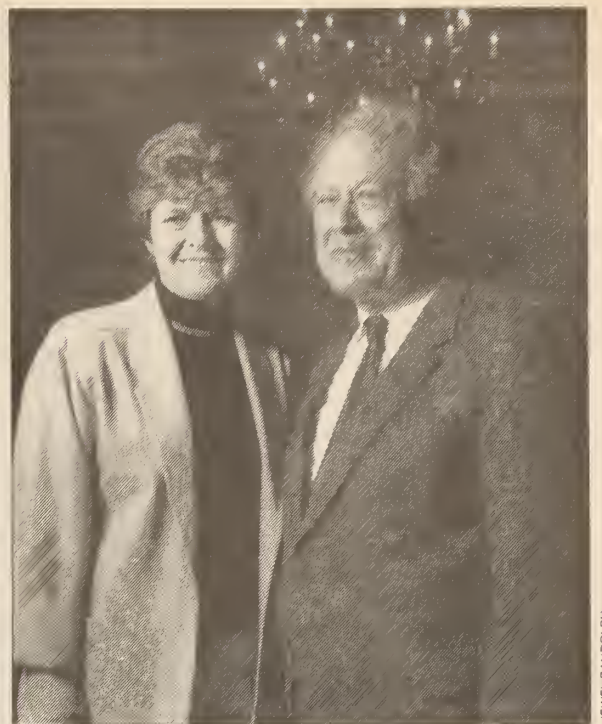
Who says PhD theses have nothing to offer the common reader?

1989 Alumni Faculty Award

The 1989 Alumni Faculty Award will be shared by Professors John Hastings (right), associate dean of community health in the Faculty of Medicine, and Pamela Stokes (left), director of the Institute for Environmental Studies.

Hastings has been associated with U of T since 1939 when he attended the University of Toronto Schools (UTS). He joined the U of T staff in 1956 as a lecturer in medicine. His specialty is the structure of health care systems in Canada and internationally. A member of several commissions and committees, Hastings has studied the development of community health centres and community participation in health care. Last year, he received the Pan American Health Organization Award for Administration in recognition of outstanding work in public health research, publications and management.

Stokes is an aquatic toxicologist whose research area includes the study of effects of the acidification and heavy metal toxicity of lakes. She is a member of the provincial pesticide advisory board and has studied the effects of mercury, copper, lead and nickel pollution on the lakes in the Sudbury area. She has been a member of the Institute for Environmental Studies since 1975 and its director for four years.



JEWEL RANDOLPH

The Alumni Faculty Award honours academic achievements and contributions to the University and to the community at large. It was presented for the first time in 1975.

Once before two people shared the prize: three years ago it was given jointly to Professors Joan Foley and Frances Halpenny.

A committee of student, faculty, staff and alumni representatives, together with the chancellor and the provost, choose the winners from names submitted by departments and faculties.

Hastings and Stokes will receive scrolls and a gift at the Alumni Faculty Award dinner April 5 at Hart House.

Conciliator appointed

A CONCILIATOR has been appointed in negotiations between the University and its largest bargaining unit, Local 2 of the Canadian Union of Educational Workers (CUEW) representing teaching assistants, demonstrators and instructors.

Conciliation is expected to start in the new year and can last as long as the conciliator thinks the talks are useful. If the process stops, CUEW has the approval of its membership to call a strike.

In a strike vote Nov. 30 and Dec. 1, about one-third of the union's 2,400 members cast ballots. Seventy-four percent voted in favour of a strike if the bargaining team cannot get a satisfactory settlement on issues such as hiring practices and class sizes.

Negotiations are also taking place between U of T and Local 1230 of the Canadian Union of Public Employees (CUPE) to renew a collective agreement for 510 library workers.

In addition, contract talks are being held with union locals representing four painters, two sheet metal workers and two stage hands at the University.

Since the spring the University has signed new agreements with:

- 750 cleaners, grounds keepers and laboratory animal keepers, who negotiated their first contract in July as members of CUPE, Local 3261. They used to be

members of the Service Employees International Union but left the SEIU to join CUPE.

- 48 campus police, members of the United Plant Guard Workers.

- Skilled trades people including 19 electricians, 16 plumbers and steam fitters, 11 carpenters, 10 machinists and locksmiths and 80 operating engineers.

Brian Marshall, manager of labour relations, said most of the contracts last two years. There have been no layoffs or wage cutbacks.

Labour relations does not want to release detailed information concerning the salary increases because of the effects such information can have on ongoing negotiations, Marshall said.

Breakthrough campaign: \$43 million and counting

THE UNIVERSITY'S Breakthrough campaign has raised \$43 million so far, but of that money \$14 million has been donated to projects that have not been identified by the campaign.

Gordon Cressy, vice-president (development and university relations), told the Dec. 5 meeting of the Business Board that U of T might run into the same dilemma McGill University encountered in a recent fundraising campaign. The goal at McGill was \$61 million; \$77 million was raised, but the donors directed \$44 million to projects that had not been listed as recipients of campaign funds.

The goal for Breakthrough is \$100 million. Of that amount, \$25.8 million is destined for research and discovery; \$25.7 million for learning and scholarship; and \$48.5 million for campus development.

In an interview Cressy said all money given to U of T is counted in the total sum of Breakthrough donations. Therefore, if all the projects designated by the campaign are to be funded, Breakthrough will have to raise more than \$100 million. Alternatively, projects could be redesigned or scaled down, Cressy said.

"My job is to make sure that all the money is raised. Allocation is another problem."

Meanwhile, the telephone and direct mail campaign to solicit funds from alumni is working well, Cressy told the

board. Graduates of forestry and pharmacy have been contacted; Woodsworth alumni are next on the list. There is a 40 percent return from people who have not donated before, said Cressy, and an average gift of \$800.

Overall, Breakthrough is on target. Cressy expects to reach the half-way mark — \$50 million — in the new year. Expected to run for five years, the campaign will cost \$5.9 million, an expense to be covered by interest earned on donations.

Christmas holiday hours

THE UNIVERSITY will be closed from Saturday, Dec. 24 to Sunday, Jan. 1.

The Computer Shop will be open from 10 a.m. to 4 p.m. Dec. 27 to Dec. 30. The Bookstore will be closed from Dec. 24 to Jan. 1.

The athletic wing of Hart House will be open from 7 a.m. to 6 p.m. Dec. 24 and 31; and from 12 noon to 6 p.m. Dec. 25, 26 and Jan. 1. From Dec. 27 to 30, the hours will be 7 a.m. to 9 p.m. The Athletic Centre closes at 8.30 p.m. Dec. 23 and reopens at 7 a.m. Jan. 2.

On the St. George campus the U of T Library will have restricted service Dec. 23 and will be closed Dec. 24 to 28 and Dec. 31 and Jan. 1. The Robarts

Library will be open Dec. 29 and 30: circulation and reference service from 8.30 a.m. to 5 p.m., microtext from 9 a.m. to 5 p.m. The Sigmund Samuel, Science & Medicine, Law and Engineering Libraries will be open Dec. 29 and 30 from 9 a.m. to 5 p.m.

On the Erindale campus, the library will be closed Dec. 24 to 27 and Dec. 30 to Jan. 1 and open Dec. 28 and 29 from 8.45 a.m. to 5 p.m. On the Scarborough campus, the library will close at 6 p.m. Dec. 23 and remain closed Dec. 24 to 27 and Dec. 30 to Jan. 1 and open Dec. 28 and 29 from 12 noon to 6 p.m.

Normal library hours will resume on all campuses on Monday, Jan. 2.

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ACADEMIC BOARD BRIEFS

by Jane Stirling

Breakthrough budget set at \$5.9 million

The Breakthrough campaign budget of \$5.9 million, spread over the duration of the fundraising venture, was approved by the Academic Board Dec. 1. The budget, supported entirely from campaign proceeds, includes \$2.4 million for salaries and clerical assistance, \$1.8 for the phone-mail program, \$440,000 for campaign newsletters, \$408,000 for communications and public relations, \$350,000 for regional alumni campaigns, \$200,000 for consultants and external resources, \$144,000 for staff travel and \$218,000 for miscellaneous equipment.

Computer engineering program approved

A new undergraduate program in computer engineering was approved, pending the availability of faculty, support staff and operating expenses, at the Dec. 1 Academic Board meeting. The program, to be established in 1989 and administered by the Department of Electrical Engineering, would draw on resources in the Faculty of Arts & Science and the Faculty of Applied Science & Engineering. The first two years of the program would be identical

to the first two years of the current electrical engineering program with upper years drawing on an amalgamation of courses in both programs. About 60 students would graduate annually.

Professor E.M. Sellers, chair of the Committee on Academic Policy & Programs, said graduates would find jobs easily with increasing employer needs in this area.

Provost Joan Foley said sources of funding must still be determined but the provincial government's program adjustment fund is a possibility. The issue must now go to the Academic Board's budget committee.

Funding will continue for native students

A program initiative designed to increase native student representation in health sciences will continue at U of T next year, Academic Board members decided Dec. 1. Federal funding for the Indian Health Careers Program will end in April 1989, but the University will help find other sources of funding and provide some money to cover the \$150,000 cost of the program.

Provost Joan Foley said any financial allotment must be approved by the board's budgetary committee. There are currently 15 aboriginal students in several health-related programs, including pharmacy, physical therapy, physical and health education, dentistry,

speech and language pathology and occupational therapy. For 1989, 15 applications are anticipated, including six candidates for the medicine program.

\$1.1 million for aerospace studies

A proposal to spend \$1.1 million expanding the University of Toronto Institute for Aerospace Studies (UTIAS) was approved by the Academic Board Dec. 1. The facility requires an additional 943 square metres of space due to increased research demands. The province will provide about \$500,000, the University \$172,200, the Faculty of Applied Science & Engineering \$172,700 and the Breakthrough campaign \$292,700. UTIAS is a participant in three provincial centres of excellence — laser and lightwave research, materials research and space and terrestrial science.

U of T/OISE affiliation given the go-ahead

A new agreement of affiliation between the University and the Ontario Institute for Studies in Education (OISE) was given the go-ahead by Academic Board members at the Dec. 1 meeting. The new agreement redefines the Graduate Department of Education to include, with equal status, the Faculty of Education. It will also establish the Joint Committee on Education, a body composed of members from the faculty, the institute and a representative from the School of Graduate Studies. The com-

mittee's mandate will be to emphasize the development of new joint programs, beginning with a Joint Centre for Teacher Development.

The financial arrangements in the agreement will remain essentially the same but the proposal to establish the new teacher development centre may include a budgetary commitment of up to \$100,000 annually, shared equally. This is the same cost as the former Joint Council on Education, to be dissolved under the terms of the new agreement. The University and the institute have been affiliated since 1966 for the purposes of providing and granting graduate programs in education.

Innis, Scarborough get space subsidies

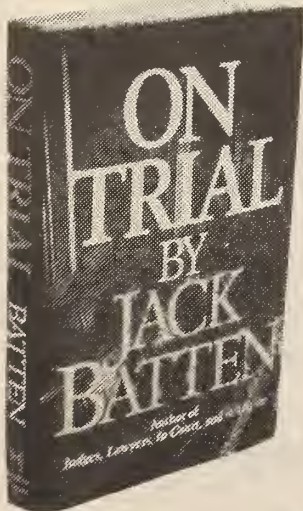
Innis and Scarborough Colleges will receive subsidies for 342 residence spaces under the Ontario Student Residence Program. Academic Board members approved the allotment of 200 subsidies to Innis College for undergraduate arts and science and first-entry professional degree students and 142 subsidies to Scarborough College.

Each subsidy is worth \$13,000, paid over 25 years. Scarborough College will begin constructing its residences and expanding the student village centre soon while Innis will begin detailed planning for its buildings. The University was awarded a total of 868 subsidies from the Ministry of Colleges & Universities earlier this year. The remaining subsidies will be allotted to first-entry professional, second-entry professional and graduate programs.

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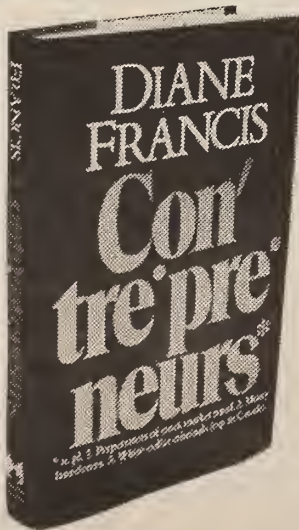
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Statement needs work

THE UNIVERSITY'S draft statement on its objectives for the 1990s and early 21st century needs to be reworked, members of the Academic Board decided at the Dec. 1 meeting.

The Statement of Institutional Purpose, first presented to the board in October, has been referred back to the Planning & Priorities Committee for changes.

The draft document is designed to replace the 1973 statement and highlights four areas — research, teaching and learning, public service and the University community. Initial

criticisms from board members cited the paper's "smug and self-congratulatory tone" as well as its failure to examine the issues realistically.

At the December meeting, President George Connell said the importance of the statement in guiding the future of the University necessitates that "members of this board take this document seriously."

Principal Desmond Morton of Erindale College said further consultations are needed "if this document is the core and foundation of institutional planning and not just a document of aspirations."



TRINITY COLLEGE REGISTRAR

This is a senior administrative position in the University of Trinity College, a federated college of the University of Toronto enrolling approximately 1200 students. The appointment is a permanent position, beginning on 1st July 1989 (or possibly sooner).

Applications or nominations, accompanied by a curriculum vitae and the names and addresses of at least three referees, should reach Professor R.B. Parker, Dean of Arts and Vice-Provost, Trinity College, 6 Hoskin Ave., Toronto, Ontario M5S 1H8, by 1st February 1989. A job description is available upon request.

Trinity College is an "equal opportunity" employer, and, in accordance with Canadian immigration requirements, in the first instance directs this advertisement to Canadian citizens and permanent residents only.



Showing the way

True Blue, all decked out in his graduation gown, enjoys pomp and ceremony as much as the next beaver, especially when it involves a worthy cause. U of T's mascot joined Gordon Cressy, vice-president (development and university relations) and co-chair of the University's United Way campaign, in presenting U of T's United Way contributions, disguised as a degree, to President George Connell and Bob

Martin, general campaign chair for the Metro Toronto United Way campaign. Rivi Frankle, left, executive director of alumni affairs and co-chair of the campus campaign, and the Lady Godiva Memorial Band lend their support to the cause. Faculty, staff and students have contributed \$500,000 to date, a \$16,000 increase from last year. Although the four-week campaign ended Oct. 21, money is still coming in.

More housing spaces the real solution

THE SOLUTION to the housing crisis on campus is not to promote a greater turn-over in the residences but to build more spaces, says Jeff McLaughlin, a representative for residents at Devonshire House.

At the Nov. 29 meeting of the University Affairs Board McLaughlin said residents of student housing were paying the price for the University's decision to increase enrolment without adding residence spaces. He addressed the board during its discussion of a draft policy on student housing.

The document is based on the report of the Provostial Advisory Committee on Student Housing Policy headed by Professor Peter Silcox. A final policy will be recommended to the board at its meeting in January.

The document's interim policy on student housing suggests that until the supply of accommodation more adequately reflects the demand, the following guidelines should apply:

- full-time students should have preference over part-time students
- housing admission policies should promote a turn-over of places
- at least 50 percent of the places for first-entry students should be available for first-year students
- residency for second-entry students should be restricted to three years at most.

The provincial government's University Student Residences Program will assist U of T to provide spaces for 868 more students. Excluding Knox and Wycliffe Colleges, the University currently has approximately 2,500 beds for undergraduate students. It is estimated that an additional 2,500 spaces are needed.

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New program in toxicology

THE ONTARIO COUNCIL of Graduate Studies has approved a Collaborative Program in Toxicology to be initiated for the current academic year. Participating departments and faculties are: anatomy, botany, chemical engineering and applied chemistry, clinical biochemistry, community health, dentistry, forestry, geography, medical biophysics, microbiology, nutritional sciences, pathology, pharmacology, pharmacy, physiology, psychology and zoology, in collaboration with the Institute of Environmental Studies. The program will offer master's and doctoral degrees in two major streams: human toxicology and environmental toxicology. The chair of the program committee is Professor Pamela M. Stokes, director of the Institute for Environmental Studies. For further information contact June Correia at 978-7077.

Athletes out in cold?

OCAA wants to prohibit federal incentives

by Jane Stirling

THE UNIVERSITY'S ability to develop top-ranked athletes and teams could be in jeopardy if the Ontario University Athletic Association (OUAA) puts an end to federal sport incentives.

At its semi-annual meeting in November, a majority of OUAA member institutions voted to prohibit its universities from applying for High Performance Initiative (HPI) grants. The ruling, if approved at the annual meeting next May, would also forbid competition against those Canadian teams receiving the incentives.

Gib Chapman, director of athletics and recreation for the University, is concerned about the future of provincial sport programs if the OUAA votes to cut off HPI grants. Promising young athletes may choose to attend universities in other regions of Canada or the United States.

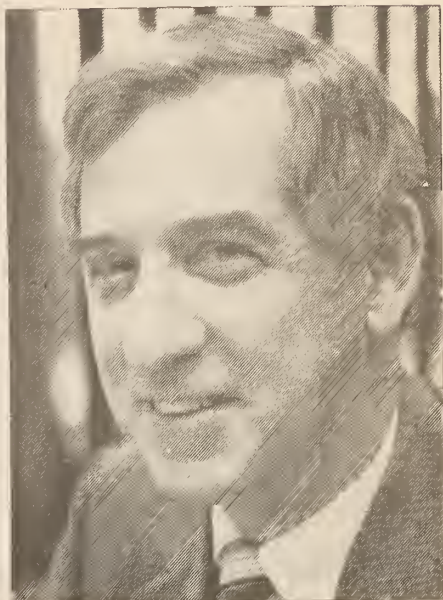
"It's naive to think undergraduates pick schools solely for their academics," he said. "They want a good academic and good athletics program."

The OUAA must decide "whether we're an island or whether we want our athletes to be able to participate on world-class levels."

The Ontario Women's Intercollegiate Athletic Association (OWIAA) took a similar stance against HPI grants at its semi-annual meeting last month. However, unlike the OUAA, it will send its motion to the Canadian Intercollegiate Athletic Union (CIAU) first before making any decisions at its annual meeting in the spring. Liz Hoffman, intercollegiate coordinator at the University, said the OWIAA wants to determine whether the CIAU will institute funding changes to HPI programs.

U of T currently receives the largest portion of grants in the province. Its men's and women's swimming, gymnastics and diving teams as well as women's field hockey and basketball squads receive about \$125,000 out of a total of \$270,000 Sport Canada funds allocated to the OUAA and OWIAA.

Money is apportioned by the provincial sporting bodies to various institutions based on team rankings at national meets and their number of athletes who have met world-class standards as well



Gib Chapman

as to provincial programs benefiting top athletes across Ontario.

Some Ontario universities, however, feel this "prize" system leads to an imbalance of talent in the provincial conference. Teams that have more funds can travel to more tournaments, gain more experience and recruit better players.

Chapman makes no apologies for U of T's pre-eminence in certain sports. His programs are successful because there has been "more of a commitment" to a high level of achievement at the University — a "philosophical difference" from other institutions in the province.

"We feel we have a responsibility to provide opportunities for those students who have outstanding talents to develop to international standards."

U of T has systematically committed more funds to certain sports such as swimming which has resulted in top national rankings, he said.

Chapman is hopeful the OUAA will not eliminate the HPI grants but will change its criteria for funding instead. If this does not happen, U of T will have to decide next year whether it will compete against Ontario universities without the benefit of HPI grants or leave the provincial conference.

A recommendation will be brought to the University Affairs Board prior to the OUAA vote in May.

Notice of offence

In accordance with the recommendation of the University tribunal, I am publishing the following notice of offence and the sanction imposed.

The charges against the student were that the student submitted for credit in ENG 265F two essays (a) which contained ideas or expressions of ideas of another, contrary to section E.1. (a)(ii) of the University of Toronto Code of Behaviour on Academic Matters; and (b) which contained references to concocted sources contrary to E.1.(a)(iv) of the University of Toronto Code of Behaviour on Academic Matters.

The jury imposed the following sanctions:

- (i) a grade of zero in the course ENG 265F;
- (ii) suspension from the University for a period of two years;
- (iii) that the suspension be recorded on the student's transcript for a period of five years; and
- (iv) that the decision of the tribunal and the sanctions imposed be published.

Professor J.E. Foley
Vice-President and Provost



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Employment Equity Workforce Survey

The next step in implementing employment equity is planning the workforce survey to be conducted in the spring. Awareness of the University's interests and concerns is critical in making decisions about the survey. For this reason, Mary Lynne McIntosh, the employment equity coordinator, has set up an advisory task force whose members include: Professor Fred Case, Department of French; Professor C.K. Govind, Scarborough College; Ms. Cathy Matthews, Centre of Criminology; Ms. Elizabeth Paterson, International Student Centre; Ms. Tennyson Reid, Erindale College; Professor Hank Rogers, Department of Linguistics; Ms. José Sigouin, Department of Microbiology; Ms. Elaine Stolte, Faculty of Dentistry; and Ms. Ann Van Fossen, Office of the Assistant Vice-President (Planning) and University Registrar.

Ms. Eileen Barbeau, Services to Disabled Persons, and Professor John Kervin, Centre for Industrial Relations, are resource people to the task force. For more information, call Mary Lynne at 978-2110.

* * *

It's Never Too Late to Learn

The Department of Staff Planning & Development offers programs especially designed for U of T staff. Please call 978-6496 for information and application forms. Here are courses that might interest you.

The Hiring Decision — How to match candidates successfully with the job. Explore the questioning and appraisal techniques, legal and policy issues that apply to hiring staff. This one-day seminar is

being offered on Wednesday, Jan. 11. Cost: \$50.

Career and Life Planning — Explore career and life goals, assess your own values, skills and priorities. How to prepare for the opportunities at the University. This two-day seminar is being offered on Friday, Jan. 13 and Wednesday, Jan. 18. Cost: \$100.

* * *

Career Opportunities

There are a variety of career opportunities available within the University. For complete lists, check your staff bulletin boards or the lists posted in the Human Resources Department, 215 Huron St., 8th floor.

* * *

Premium Increase

The premium costs for Group Life & Survivor Income Benefit (SIB) are increasing and there is no upbeat way of informing you. As of December 1988, Canada Life Assurance Co. has requested a premium increase from \$.24 to \$.26 per \$1,000 of coverage. The following is the impact of the new rate:

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Basic Coverage (one times salary)	\$.26	nil
Optional Coverage*	\$.0867	\$.1733

* Optional coverage includes one, two or three times salary, survivor income benefit and survivor income benefit plus one times salary. Any questions, call Lynda Collins, 978-2088.

* * *

Cash-flow problems? Good news — payday this month is Dec. 21.

Bohne to retire in June

HARALD BOHNE, director of the University of Toronto Press since 1977, will retire June 30 at the age of 60. In an interview he said he is planning to work as a free-lance consultant after his retirement.

A native of Heidelberg, West Germany, Bohne came to Canada in 1954 to pursue a career in the book business. Two months after his arrival to Canada, he got a job as assistant manager at U of T's bookstore. In 1970, he was made assistant director of U of T Press and five years later he became associate director.

He considers his participation in the publishing of Marshall McLuhan's work a highlight and is delighted to have been involved in the production of the *Historical Atlas of Canada* and in the *Dictionary of Canadian Biography*.

Twice — in 1977-78 and in 1986-87 — Bohne was president of the Association of Canadian Publishers. He was president of the Canadian Booksellers' Association from 1962 to 1964. Such appointments, as well as his association with U of T Press — "a very prestigious publishing house with a high reputation in the industry" — have contributed to Bohne's high profile. But he passes on the credit for his accomplishments. "Whatever I have achieved is a result of the team that works with me. It is an exceptional and loyal staff committed to excellence."

His greatest worry at the Press has been the financial insecurity that has

plagued the publishing operation for many years. "The book market for academic books has decreased as library budgets have been cut back. You cannot recover all your expenses by higher prices."

Several presidential committees have suggested that the Press get an endowment fund or some other financial support to make up for the annual shortfall of approximately \$300,000.

The Breakthrough campaign has allocated \$1 million to the Press. Another \$1 million has been received as an endowment, but the need is for an endowment fund of between \$3 million and \$5 million, Bohne said.

Advisory committee

Director, University of Toronto Press

A COMMITTEE has been established to advise John Whitten, chair of the University of Toronto Press Management Board, on a successor to Harald Bohne, director of the University of Toronto Press, who will be retiring June 30. Members are: George Meadows, Elizabeth Pearce, Professor Jack Robson and Alec Pathy, University of Toronto Press Management Board; Professor Martin Friedland, Faculty of Law; and Professor Alexandra Johnston, Department of English and Records of Early English Drama.

Nominations and applications should be submitted to Janice Draper, Human Resources Department, 215 Huron St., 978-5468.

Search committee

Chair of civil engineering

A SEARCH COMMITTEE has been established to appoint a successor to Professor S.M. Uzumeri who will complete his term as chair of the Department of Civil Engineering June 30. Members are: Dean G.W. Heinke, Faculty of Applied Science & Engineering (*chair*); Professors Derek McCammond, associate dean, Division III, School of Graduate Studies; M.P. Collins, E.J. Miller and Evert Hoek, Department of Civil Engineering; A.S. Sedra, Department of Electrical Engineering; and M.V. Sifton, Department of Chemical Engineering & Applied Chemistry.

The committee would welcome any communications or recommendations concerning this appointment. These should be directed to the dean.

Review committee

Department of Near Eastern Studies

A COMMITTEE has been established to review the Department of Near Eastern Studies. External members are: Professors R.C. Culley, McGill University; William Moran, Harvard University; and H.M. Orlinsky, Jewish Institute of Religion.

The committee would be pleased to receive comments and submissions from interested persons. These should be submitted to Dean R.L. Armstrong, Faculty of Arts & Science, room 2020, Sidney Smith Hall by *December 21*.

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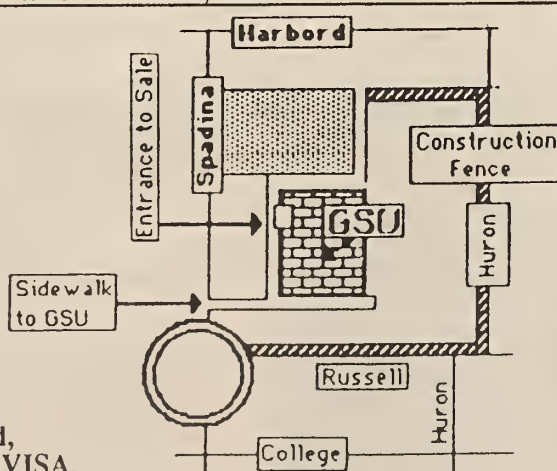
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Merry Christmas

from

Gina Friend and her staff

The Club will close on Friday, December 23 at 3 p.m. and re-open on Monday, January 2.

Have telescope, will travel



The telescope, shown with a photometer (left) for measuring the brightness and colour of astronomical objects.

by Karina Dahlin

DEVELOPING COUNTRIES with little money but a growing interest in astronomy will benefit from a new travelling telescope program organized by scientists at U of T.

Professor John Percy of the Department of Astronomy is coordinating the project. Last year, the Canadian Commission for UNESCO and the Canadian International Development Agency awarded the International Astronomical Union (IAU) a \$15,000 grant to purchase a telescope and other equipment. The money will also pay for salaries and start-up costs to get the project on the road.

The idea for a travelling telescope is four years old. IAU officials saw that in countries where astronomy was not yet an established discipline, astronomers had little opportunity to gain direct experience with modern instruments, said Percy.

Without hands-on experience, astronomers from third-world countries were not qualified to get their own facilities. Without facilities, they could not gain the necessary experience. Extended visits abroad could help, but such visits were rarely possible for teachers and astronomers in developing countries.

"If the developing countries could not visit the technology, then perhaps the technology could visit the developing countries," Percy said.

The eight-inch Celestron Powerstar telescope will be kept at U of T until it is sent on its first mission. Included in the telescope kit are a library, a camera and various photographic accessories.

Once the program is launched, Percy said he hopes to see the telescope in Toronto as little as possible. The IAU is based in Paris, which will be the official home of the telescope when it is not in use. The idea is that, after having used the telescope, astronomers in one country ship it on to their colleagues in the next country on the waiting list.

Four countries have applied for the use of the travelling telescope:

- Cuba, which is running an international school for young Caribbean and Latin American astronomers in the summer of 1989
- Malaysia, for an international school for young astronomers in south-east Asia to be held in the summer of 1990
- Paraguay, for a visiting lecturers program to continue for three years in the country's two national universities
- Peru, for a visiting lecturers program to continue for three years at the National University of San Marcos.

The telescope is scheduled to go into use early next year, possibly starting in Paraguay, followed by a visit to Cuba. Users of the travelling telescope will be senior-level students or teachers.

If there are no qualified lecturers or astronomers to handle the telescope in a user country, Percy or Dieter Brückner, observatory coordinator with the Department of Astronomy, will provide instruction. The manuals accompanying the instruments are written in English but language is not a barrier. "Countries that are serious about learning astronomy will have at least one person who is fluent in English," said Percy.

Women's Network helps provide advice, support

by Jane Stirling

WOMEN WHO are interested in learning about issues affecting their work and in developing their careers should tap into the Women's Network.

The campus resource network, formed in 1983, is a "system of connections," said coordinator Rita Crump, assistant director (development and public affairs) for U of T Library. An informal group of administrative staff, faculty and students meets monthly to exchange information and discuss careers.

Most meetings feature a guest speaker who addresses topics such as pay equity, security on campus, sexual harassment policy or unionization. Following the presentation, there is time for members to "network" with each other and the speaker.

"We act as resources for one another," Crump said. "Our members have access to information, advice and support which can be helpful as they pursue their careers."

If, for example, someone is interested in changing jobs, she can discover other possible career paths at the meetings by talking to women from different departments. If a specific job becomes available, she then has a valuable contact and can make further inquiries.

Speakers such as Senator Lorna Marsden, a U of T sociology professor; Rosalie Abella, chair of the Ontario Labour Relations Board; and Doris Anderson, former editor of *Chatelaine*, also provide motivation and information, Crump said.

"We try to be educative and introduce topics that have a slant for women," Crump said. For those members unable to attend a meeting, the group maintains tapes of the speakers.

The Women's Network also provides



Rita Crump

a social function. "It's a nice way to form a community," she noted. "If you're stuck in one corner of the campus, you often don't have the chance to meet others."

Although the group's meetings are regularly attended by about 30 people, Crump is hoping to interest more women in the network. With 290 on the mailing list, she believes there is room for growth.

She would also like to establish a scholarship fund for women who can't afford to attend university. Although there is no fee to join the Women's Network, donations will be set aside for this purpose.

The group generally meets on the third Tuesday of every month from September to June. Breakfast meetings in the Hart House Gallery start at 7:30 a.m. while lunch "brown bag" meetings take place at the Croft Chapter House at noon.

The December meeting, a Christmas buffet, will be held tomorrow at the U of T Faculty Club. The cost is \$20.

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Noon-2:30, 5-11 p.m., Mon.-Fri. Sat. 5-11 p.m. Sun. 5-10 p.m.

Policy with Respect to AIDS for the University of Toronto

To: Members of the University Community

To alleviate fear and misapprehension and to ensure fair and equitable treatment of any person who has AIDS or is infected by HIV, the University has undertaken to prepare an AIDS policy.

The Policy with Respect to AIDS for the University of Toronto and accompanying guidelines and information sheet are published below for your review. They were drafted in consultation with the University's lawyers after careful review of existing policies and draft policies, including those of the City of Toronto, Wilfrid Laurier University, Carleton University, and the University of Toronto's Faculty of Medicine. The policy and guidelines have also been circulated for comment to senior academic and non-academic administrators at the University, including the Health Sciences Division, the University Health Service, and the Occupational Health Service.

The Policy with Respect to AIDS for the University of Toronto and the guidelines and information sheet were distributed to the University Affairs Board for review at its meeting of November 29, 1988. The Policy will be recommended for final approval at the January 10, 1989 meeting of the board.

If you have any comments, would you please forward them to me at Simcoe Hall, Room 112, 27 Kings College Circle by Wednesday, December 21, 1988.

Alexander C. Pathy
Vice-President — Human Resources
December 12, 1988

POLICY

The main purposes of the policy are:
(a) to alleviate fear and misapprehension surrounding the AIDS issue; and

(b) to ensure fair and equitable treatment of any person who has AIDS or is infected by HIV.

The University of Toronto has an obligation to take every reasonable precaution to provide a safe environment for employees and students. The University also recognizes and respects the rights of its employees as set out in federal and provincial laws, collective agreements and the Manual of Staff Policies.

It is recognized that AIDS is an extremely serious medical condition, and neither a cure nor a vaccine to

prevent its spread have yet been found. For these reasons, many people have deep concerns about contracting AIDS, and need assurance that their safety will be protected. The University will address these concerns through an ongoing program of information and education for its staff and students. University employees will receive a copy of this policy and it will also be widely disseminated throughout the University.

The Ontario Human Rights Code prohibits discrimination against or harassment of any individual on the basis of handicap or perceived handicap, including that caused by an illness such as AIDS. The University recognizes that employees and

students handicapped by illness have a right to pursue those activities which their medical condition allows, including continuing to work and study. The existence of HIV infection will not, in itself, be a factor in the admission of students, or in the hiring, promotion or dismissal of employees.

As long as HIV infected employees are able to perform the essential duties of their jobs, and current medical evidence indicates that their continuing to work does not pose a safety or health hazard to themselves or others, they will be treated in the same way as any other employee.

As long as HIV infected students are able to meet the appropriate academic criteria, and current medical evidence indicates that their presence does not pose a safety or health hazard to themselves or others, they will be treated in the same way as any other student.

Any case of HIV infection or AIDS will be responded to in accordance with the particular facts of the case. Specific guidelines will be developed by the Human Resources Department. These guidelines will derive from the best currently available medical information about HIV infection and AIDS and will apply to all students, faculty and staff.

In Divisions of the University where there is an elevated risk of infection or transmission due to exposure to blood, body fluids or viral preparations and in other groups at risk, additional, more restrictive guidelines will be applied.

Responsibilities

1. Each individual has a responsibility to minimize his/her risk of HIV infection and transmission by taking

appropriate precautions. Persons who know or are concerned that they are infected with HIV are urged to seek expert advice about their health circumstances in order to help ensure proper medical care and education, and are obliged ethically and legally to conduct themselves responsibly in accordance with this knowledge for the protection of members of the community.

2. The University Health Service (for students) and the Occupational Health Service (for faculty and staff) are responsible for AIDS education programs for the general University community, and for ensuring that such education programs and Guidelines with respect to AIDS are continuously reviewed and updated to take into account current medical information.

3. Divisions whose academic, research and work programs involve a risk of exposure to blood, body fluids or viral preparations are responsible for preparing specific policies and procedures to control exposure of faculty, staff, students and patients to the virus.

These Divisions are also responsible for the education of staff and students within the context of their academic and clinical programs.

4. Other groups potentially at risk, which include, but may not be limited to, Campus Health Services, Campus Police and first aid providers will comply with all appropriate guidelines and procedures.

Office of the Vice-President
— Human Resources
November 22, 1988

Guidelines for the Policy with Respect to AIDS for the University of Toronto

1. The University will not discriminate against persons who have AIDS or a positive HIV antibody test. Requests for special consideration in terms of academic programs, employment responsibilities, accommodations or other services will be considered as they would be for any other illness or disability.

2. AIDS infection or a positive HIV antibody test will not be a basis for refusal of admission to, or employment in, the University.

3. Faculty or staff and students who have AIDS or a positive HIV antibody test will not be restricted from work or regular classroom attendance as long as current medical evidence indicates that their continuing to do so will not pose a safety or health hazard to themselves or others and as long as faculty and staff are physically able to perform their duties and students are physically able to attend classes.

4. The University will not restrict access of persons with HIV infection to theatres, restaurants, snack bars, gymnasiums, swimming pools, saunas, recreational facilities or other common areas.

5. The University will make no attempt to identify students, faculty or staff who have AIDS or a positive HIV antibody test, by questions, screening or other means.

6. Cases related to HIV infection on campus will be handled in a confidential

manner, with strict need-to-know restrictions on access to such information.

7. The University Health Service (for students) and the Occupational Health Service (for faculty and staff) will respond to requests for information and counselling on a confidential basis.

8. If there is a student with AIDS or a positive HIV antibody test known by the University to be living in a residence, the University will not divulge such information. The responsibility to provide a safe living environment is best dealt with by educational programs.

9. Because there is no evidence of any risk created by living in the same house as an infected person, HIV infection or AIDS will not be a factor in assigning rooms in residences.

10. Food service workers who prepare or serve food or beverages will not be restricted from work unless there is evidence that they have another infectious disease which would require any food service worker to be restricted.

11. Persons responsible for the provision of first aid will receive instructions regarding appropriate precautions.

12. Divisions such as Health Sciences, whose academic, research and clinical programs involve a risk of exposure to blood, body fluids, or viral preparations shall prepare additional policies and procedures to control exposure of faculty, staff, students and patients to the virus, as they would with any other blood or

body fluid pathogen. These policies and procedures shall include provision for the training and education of those likely to be exposed to HIV.

13. Other groups potentially at risk such as Campus Health Services, Campus Police and first aid providers shall be

provided with training, education and appropriate procedures for the control of exposure.

Office of the Vice-President
— Human Resources
November 22, 1988

Information about AIDS

The following summary is based on current medical information, and will be updated as required.

AIDS (Acquired Immune Deficiency Syndrome) describes the most serious form of an infection caused by a virus called the human immunodeficiency virus (HIV). It is not known what percentage of individuals infected with HIV will develop the symptoms of AIDS.

Although HIV has been grown from blood, semen, saliva, tears, breast milk and other body fluids of infected individuals, extensive studies have shown that transmission occurs in only four known ways:

(1) through intimate sexual contact where there is an exchange of infected blood, semen or vaginal fluid;
(2) through sharing contaminated needles or syringes;
(3) through the transfusion of infected blood or blood products;
(4) from an infected mother to her unborn child or during breast feeding.

While a person who has tested positive for HIV antibodies does not necessarily have AIDS, that person is capable of infecting others through the means indicated.

The HIV virus is fragile and survives

for only a short time outside the human body. Extensive studies of families of persons with AIDS have not found a single case of the virus being spread through everyday contact. There is no recorded case of any risk created by living in the same house or working in the same office as an infected person, caring for the AIDS patient, eating food handled by the infected person, being coughed or sneezed upon by an infected person, casual kissing, or swimming in a pool with an infected person.

On the other hand, the avoidance of the use of contaminated needles or syringes and the practising of "safe sex" are the best means of guarding against this disease. The consistent and conscientious use of condoms, for example, greatly reduces the chance of transmission of HIV through sexual intercourse. Regarding blood transfusions, blood and blood products have been tested by the Red Cross since November 1985, and transmission in this manner appears to have ceased.

Office of the Vice-President
— Human Resources
November 22, 1988



Events

Lectures

Insulin Receptor: Its Structure and Function Relationship.

Wednesday, December 14
Dr. Cecil Yip, Banting & Best Department of Medical Research, 4227 Medical Sciences Building. 4 p.m. (Pharmacology)

The Eve of the Circumcision: A Chapter in the History of Jewish Night Life in the Mediaeval and Early Modern Period.

Sunday, January 8
Prof. Elliott S. Horowitz, Ben Gurion University of the Negev; visiting Yale University; Joseph and Gertie Schwartz memorial lecture. 205 Claude T. Bissell Building. 8 p.m.

Governing Council & Committees

Committee on Academic Policy & Programs.

Wednesday, December 14
Council Chamber, Simcoe Hall. 4 p.m.

Planning & Priorities Committee.

Monday, December 19
Council Chamber, Simcoe Hall. 4 p.m.

Governing Council.

Thursday, January 5
Council Chamber, Simcoe Hall. 4.30 p.m.

Beyond Stereotypes: Liberating our Images.

Monday, January 9
Johan Aitken, Faculty of Education; Popular Feminism lecture and discussion series. Room 2-212/2-213, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m. (Women's Studies in Education, OISE)

Seminars

Drug and Metabolite Processing in First-Pass Organs: The Intestine and Liver.

Monday, December 12
Xin Xu, Faculty of Pharmacy. 519 Pharmacy Building. 12 noon. (Pharmacy)

Xylanase Activity of *Trichoderma longibrachiatum*.

Thursday, December 15
Prof. John Royer, Department of Botany. 2082 South Building, Erindale College. 5 p.m. (Erindale Biology)

Colloquium

Irony and Beliefs.

January 9
Prof. Ellen Winner, Harvard University; OISE Centre for Applied Cognitive Science colloquium series. Room 3-12, Ontario Institute for Studies in Education, 252 Bloor St. W. 12 noon. (Centre for Applied Cognitive Science, OISE)



Padlocked! An Exhibition of Czech and Slovak Independent Writings is at the Fisher Rare Book Library until January 6. It features works by banned Czech and Slovak authors, the archives of the Czech Jazz Section and documents issued by Charter 77.

Music

ROYAL CONSERVATORY OF MUSIC

Twilight Series.

Thursday, December 15
Alison Melville, recorder and flute and Terry McKenna, lute. Concert Hall. 5.15 p.m. Tickets \$2, students and seniors \$1.

Royal Conservatory Orchestra.

Friday, December 16
Joaquin Valdepeñas, conductor. Church of the Redeemer, Bloor St. W. at Avenue Rd. 8 p.m. Tickets \$9, students and seniors \$6. RCM box office, 978-5470.

Carol Evening.

Monday, December 19
Featuring carols and traditional music for Christmas. St. James Cathedral, King St. E. at Church St. 8 p.m. Tickets \$4, students and seniors \$2.



Information on all Conservatory concerts from the publicity office, 978-3771.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series.

Thursday, January 5
Alternate Careers in Music. Panel discussion with Laurelle Favreau, General Arts Management Inc.; Karen Kieser, CBC Radio Music; D. Paul Schafer, Scarborough College; and Timothy McGee, Faculty of Music. Walter Hall. 12.10 p.m.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:

Issue of January 9, for events taking place Jan. 9 to Jan. 23
Monday, December 19

Issue of January 23, for events taking place Jan. 23 to Feb. 6
Monday, January 9

Exhibitions

JUSTINA M. BARNICKE GALLERY, HART HOUSE

To December 15

The Art of Jeremy Smith.

Paintings and drawings; circulated by the Kitchener/Waterloo Art Gallery. East Gallery.

Aesthetic Emotion: Works by David B. Milne.

Selections from the Hart House permanent collection. West Gallery.

Gallery Hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

George Hargreaves: Specific Landscapes.

To December 15
A survey of projects built mainly in the western US; from the Graduate School of Design, Harvard University. The Galleries, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

ROBERTS LIBRARY

History of the University of Toronto through the Pages of *The Varsity*.

Articles and photos from 109 years of publication including articles and poems by *The Varsity's* more famous writers. Main Display Area. Hours: Monday to Friday, 8:30 a.m. to midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m.

FISHER RARE BOOK LIBRARY

Padlocked! An Exhibition of Czech and Slovak Independent Writings.

To January 6
Features works by banned Czech and Slovak authors, the archives of the Czech Jazz Section and documents issued by Charter 77. 1st and 2nd floors. Hours: Monday to Friday, 9 a.m. to 5 p.m.

VICTORIA UNIVERSITY

George Baxter (1804-1867)

To January 20
Colour prints and books. E.J. Pratt Library. Hours: Monday to Thursday, 8.45 a.m. to 12 midnight; Friday, 8.45 a.m. to 6 p.m.; Saturday, 12 noon to 5 p.m.; Sunday, 1 to 10 p.m.

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Research Notices

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Christmas Vacation Period

Members of the University community are reminded that all University administrative offices will be closed from Dec. 25 to Jan. 1, inclusive.

Applications with deadlines falling between these dates should be submitted to ORA for review and signature during the two weeks preceding Christmas.

The Institute for Chemical Science & Technology (ICST)

The institute invites preliminary proposals in the area of soil remediation science and technology. Details are available from individual departments or ORA. Deadline is *January 31*.

The Kidney Foundation of Canada

The Allied Health Council of the Kidney Foundation of Canada provides funding in the area of nephrology or urology. Funding is available for special projects, scholar-

ships and research projects. Specific application forms, together with guidelines and regulations for each grant program, are available from ORA. Deadline for all programs is *January 15*.

Savoy Foundation

The foundation offers studentships and research grants for research in a biomedical discipline, the health sciences or human sciences related to epilepsy.

Further details and application forms are available from ORA. Submissions for research grants may be submitted at any time, student-ship application deadline is *January 15*.

University of Toronto

Humanities & Social Sciences Committee of the Research Board
Revised guidelines and application forms are now available from ORA for all HSSC programs. Highlights of the major changes are: general research grant deadlines are *January 15*, *May 15* and *October 15*; conference travel grant deadlines are *December 15*, *April 15* and *September 15*; there will be no funding for equipment; the maximum rate for research assistants is set at \$10 per hour, including fringe benefits; investigators must submit an original and two copies of applications for the grant-in-aid competition.

Upcoming Deadline Dates

Amyotrophic Lateral Sclerosis of Canada — research grants: *January 31*.
Arthritis Society — group facilitation (full application): *December 15*.
Canadian Psychiatric Research Foundation — research grants: *December 16*.

Damon Runyon-Walter Winchell Cancer Research Fund: *December 15*.

Gerontology Research Council of Ontario — advanced student bursary: *January 15*; research fellowships (renewals) *February 15*.

Health & Welfare Canada — HIV/AIDS special competition (full application): *December 16*; mental health field projects only: *February 1*.

Huntington Society of Canada — fellowships; research grants: *December 31*.

International Union Against Cancer — Yamagiwa Yoshida memorial international cancer study grants: *December 31*.

Institute for Chemical Science & Technology — preliminary proposals: *January 31*.

Kidney Foundation of Canada — nephrology/urology awards: *January 15*.

Lithoprobe — research grants: *December 16*.

March of Dimes (US) — education program; medical services program: *January 1*.

Medical Research Council — dental fellowships: *January 1* (please note change).

Muscular Dystrophy Association of Canada — post-doctoral or clinical fellowships, pre-doctoral and summer fellowships: *January 15* (please note change).

NSERC — visiting fellowships in Canadian government laboratories: *December 15*; updates to personal data forms: *December 31*.

Ontario Department of Fisheries & Oceans — sciences subvention program: *December 31*.

Ontario Mental Health Foundation — research fellowships: *January 4*.

Ontario Ministry of Health

— graduate studies; research fellowships: *January 15*.

Paralyzed Veterans of America — research grants: *January 1*.

Retinitis Pigmentosa Eye Research Foundation — research grants: *January 15* (please note change).

Savoy Foundation — studentships: *January 15*.

Smokeless Tobacco Research Council — research grants: *December 31*.

Squibb Canada Ltd. — research grants: *December 31*.

U of T, Humanities & Social Sciences Committee of the Research Board — travel grants for international scholarly conferences: *December 15*; Connaught phase II new staff research support — *January 15* competition cancelled; general research grants: *January 15*.

Whitehall Foundation — grants-in-aid: *January 1*.

Positions Elsewhere

Notice of the following vacancies outside the University has been received by the Office of the President.

Wilfrid Laurier University

Vice-President: Academic
Nominations and applications should be sent by *December 15* to: Dr. John A. Weir, Chairman, Search Committee for Vice-President: Academic, Wilfrid Laurier University, Waterloo, Ont. N2L 3C5

Université de Sherbrooke

Recteur
Les propositions doivent être reçues avant vendredi le 16 décembre, à l'adresse suivante: Le Comité de mise en candidature en vue de la nomination du recteur, Université de Sherbrooke, Case postale 2245, Sherbrooke, Québec J1J 3Y3

University of Saskatchewan

President
Nominations or inquiries to: Mr. Don Whiteman, Chairman of the Board and Chairman, Search Committee, University of Saskatchewan,

Saskatoon, Sask. S7N 0W0

Medical College of Virginia, Virginia Commonwealth University

Vice-President, Health Sciences
Nominations or applications should be received no later than *February 28* by: Professor Harold M. Maurer, M.D., Chairman, Screening Committee for the Vice-President of Health Sciences and Jessie Ball duPont Professor and Chairman, Children's Medical Center, Department of Pediatrics, P.O. Box 646, Richmond, VA 23298-0001

University of Wisconsin — Madison

Dean, College of Letters and Science
Nominations and applications should be received no later than *December 31* by: Professor Lloyd F. Bitzwer, Chair, Dean of the College of Letters and Science Search and Screen Committee, UW — Madison, 130 Bascom Hall, 500 Lincoln Drive, Madison, WI 53706

PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Monday, December 12

Douglas Walter Blue, Department of Chemistry, "A SERS Study of Diffusion Processes and Interference Effects in Adsorbed Layers on Rough Silver Films." Prof. M. Moskovits.

Heather Dianne Lotherington-Woloszyn, Department of Education, "Simplified Texts, Comprehensible Input and the English as a Second Language Learner: An Empirical Study." Prof. M. Canale.

Tuesday, December 13

John Robert Barta, Department of Zoology, "The Life Histories, Ultrastructure, Epizootiology and Evolutionary Relationships of Members of the Family Dactylosomatidae (Apicomplexa: Eucoccidiida: Adeleina)." Prof. S.S. Desser.

May S. Kung-Sutherland, Institute of Medical Science, "Characterization, Isolation and Partial Purification of the 25-Hydroxy-Vitamin D3-Dihydroxylases from Rat Kidney Mitochondria." Prof. D. Fraser.

Aline Rinfret, Department of Immunology, "Role of Constant Region Domains in the Expression of the Immunoglobulin Idiotype: A Study of Subunit Reassembly and Recombinant DNA Technology." Profs. K. Dorrington and M. Klein.

Geoffrey Kwok Fai Tso, Department of Community Health, "Shrinkage Estimators for General Linear Models." Prof. D. Andrews.

Wednesday, December 14

Gayle Shinder, Department of Medical Biophysics, "Studies on the Binding of Bacterial and Lambda Phage Proteins to the cos Site of Bacteriophage Lambda DNA." Prof. M. Gold.

Thursday, December 15

Elizabeth Mary Barrett, Department of English, "Competence, Control, and Critical Practice in Three Victorian Novels." Prof. S.P. Rosenbaum.

Fr. Oliver Iwuchukwu, Department of Philosophy, "Political Consciousness in Marxist Theory." Prof. F.A. Cunningham.

Daniel Edward Shannon, Department of Philosophy, "The Question Concerning the Factum of Experience: The Ontological Dimensions of Hegel's Thought." Prof. K.L. Schmitz.

Kathlyn Moore Stewart, Department of Anthropology, "Environmental Change and Human Adaptation in Late Pleistocene and Holocene African Fishing Settlements." Prof. M.R. Kleindienst.

Friday, December 16

Mary Kathleen Boyd, Department of Chemistry, "Mechanistic Studies on Photohydration Reactions." Prof. K. Yates.

Leonard George Friesen, Department of History, "New Russia and the Fissuring of Rural Society, 1855-1907." Prof. H.L. Dyck.

Ruth Magrit Gotthardt, Department of Anthropology, "The Archaeological Sequence in the Northern Cordillera: A Consideration of Typology and Traditions." Prof. M.R. Kleindienst.

John Marshall Mangan, Department of Education, "Critical Pedagogy and the Teaching of Social Statistics." Prof. D.W. Livingstone.

Douglas Frederick Stevens, Department of Political Science, "Corporate Autonomy and Institutional Control: The Crown Corporation as a Problem in Organization Design." Prof. C. Tuohy.

Christopher Geoffrey Trott, Department of Anthropology, "Structure and Pragmatics: Social Relations among the Tununirrusimut." Prof. D.H. Turner.

Monday, December 19

Ruth Margaret Gallop, Institute of Medical Science, "The Influence of Diagnostic Labelling on the Expressed Empathy of Nursing Staff." Prof. P. Garfinkel.

Martin Alfred Preston, Department of Microbiology, "An Investigation of the Structural and Antigenic Properties of Cell Envelope Components from *Campylobacter* Species." Prof. J.L. Penner.

Tuesday, December 20

Peter Andrew Dacin, Faculty of Management, "An Investigation of Models of Brand Evaluation Formation: The Effects of Labelling and Priming." Prof. A. Mitchell.

Wednesday, December 21

Kimberley Ann Gilbride, Department of Microbiology, "Replication of the *Neisseria gonorrhoeae* and *Haemophilus ducreyi* ampicillin resistance plasmids pFA3 and pJB1." Prof. J. Brunton.

University of Toronto

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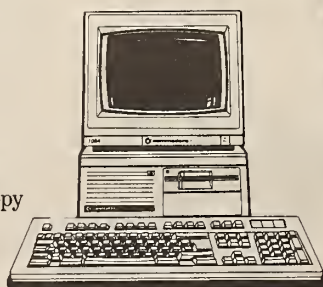
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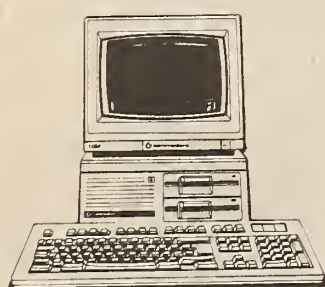
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Toike Oike denigrates a worthy profession

THE PROFESSIONAL ENGINEER has a responsibility to find, design and implement technological solutions to those problems of society amenable to such solutions. During the course of this process the engineer must face the prospect of input and criticism from a non-technological point of view. I am sure that engineering students are taught in their courses how to deal with this. They surely are taught how to deal with the economic, political, social, environmental and ethical consequences of the technologies they design. They are also taught that input to these issues may not be in a technological language or framework.

Unfortunately they are also taught how to dismiss such criticism with *ad hominem* arguments. They are taught to stereotype all those who would criticize in a language they do not wish to understand as (depending on

gender) either "lesbian feminists" or "wimpy artsie homos." On this campus this message is taught through a medium called *Toike Oike*.

The victims of this message are not only women and homosexuals but all of us who suffer from holes in the ozone layers, poorly designed insecticide factories, massive unemployment and other failures of technology to deal with non-technological issues. Those who suffer the most from this are those who wish to use the word "professional" as an adjective to modify "engineer."

Toike Oike and its message denigrate a worthy profession. It is sad that such an attack should come from students who wish to dedicate their lives to it.

Eric Mendelsohn
Department of Mathematics

Are we humans that resourceful?

FOR SOME TIME NOW I have wanted to take issue with the name "Human Resources Department" which the University has seen fit to bestow on its personnel department. On Nov. 7 your paper published an article that attempted to show that the name change makes good sense. Hoping that some reader would question the wisdom of this trendy nomenclature, I looked in vain for a rebuttal in the next *Bulletin*.

Resources, generically speaking, are commodities — means to an end — whose value is merely instrumental. Specification does not change the nature of a genus: human resources are no less pure means to ends than are financial resources and no more special either. Of course, such reductionism is common currency in mainstream economics, although not even its most conservative practitioners would wish to openly admit that they are treating people as commodities after the fashion of their patron saint, Adam Smith, whose clearest statement to this effect is perhaps that "the demand for men, like that for any other commodity, necessarily regulates the production of men."

That the University has put its stamp of approval on the use of such language outside the discipline to which Adam Smith confined it is deplorable. For "human resources" is not only an oxymoron, it is also an invitation to violate Kant's categorical imperative, which commands us never to treat human beings as mere means to ends. Needless to say, I am not suggesting the University would ever engage in such immoral con-

duct, but whatever has been endorsed by a prestigious institution acquires a small part of that prestige, and Wittgenstein was certainly right when he said that language is not only the vehicle, but also the driver.

George Bilek, PhD
Philosophy (1969)

Explanation requested

WITH REGARD TO setting new Medical Research Council guidelines for research with human subjects, the comments by Professor Bernard Dickens in the Sept. 26 *Bulletin* article ("MRC sets new research guidelines") merit a response. This article indicates that Professor Dickens distinguishes between "research" and "therapy" and that patients need to be made aware of the distinction.

We agree that patients are vulnerable to ethical abuses by doctors studying new treatments and that they ought to be fully protected from such abuse. It is also true, however, that at some stage all therapeutic treatments need to be tested prior to approval (or rejection). Therefore, initially, they are the subject of research prior to their implementation as an approved therapy.

Since the idea of developing new treatments through research is to help the patient, the research process can hardly be viewed simply as "something you [the patient] are doing for us [the researchers]." If we disassociate research involving human subjects from the purpose of treating disease then it becomes an end in itself rather than a means to an end. Clinical research is not an academic exercise with the patient brought in only for the amusement of the researcher. Therefore, the distinction between research and therapy is not as clear as Professor Dickens would hope. We believe he owes the research community an explanation and rationale for his opinion.

Stephen C. Cunnane
Thomas M.S. Wolever
Department of Nutritional Sciences

Doing more with less (and not liking it)

IF THE Department of Sociology had just 1/100 of the supercomputer's budget for just one year, we could buy enough computer equipment to bring our level up to the Hungarian Institute of Social Sciences. If we had 1/100 of their budget every year, we would finally equal (but not surpass) equivalent departments in major American universities. Because our outstanding members have had so much experience in making do with so little, we would surely take over the field.

Right now, sociology gets less than the supercomputer folks apparently have spent in their recent PR blitz. In the past two years, we've only received \$500. It's barely enough to buy a hard

disk to keep our lonely, obsolescent XT clone going a bit longer. Meanwhile our granting agencies refuse our equipment requests, telling us that our university is supposed to supply computer equipment.

The University's motto appears to be millions for science equipment, hundreds for social science equipment. Department members are doing innovative, significant work, but there's a limit to how far pencil and paper can take you. It would be nice to be able to do 20th-century research comfortably, before the century comes to an end.

Barry Wellman
Department of Sociology

Response to scepticism

IN RESPONSE TO Professor A.W. Key's letter on the Statement of Institutional Purpose currently before the Academic Board for consideration and approval ("Statement misleads," *Bulletin*, Nov. 21): I am sorry that he is so sceptical about the current commitment to teaching by "the administration," which I take is intended to include me.

I have been very conscious of concerns about the quality of teaching, and of the undergraduate experience in general. I am presently engaged in a search for an adviser to the provost on undergraduate education, as was envisaged in my report to the Academic Affairs Committee last spring. I believe that we need to reintroduce programs to assist teachers to improve their skills, and to assist faculties and departments in considering how best to deliver their undergraduate programs.

I hope that the adviser will soon be in place and that members of the University community will give that person the information and assistance that will be necessary to conceive of programs and policies which will be appropriate at this time. Of course, if the Academic Board chooses to weaken section II-3 of the

statement, I shall have to back out of these initiatives. I trust that that will not be the case.

Joan E. Foley
Vice-President and Provost

French connection

THANK YOU for publishing my notice calling attention to the University's interest in improving the climate for bilingualism (*Bulletin*, Nov. 21). A small omission in the French has my colleagues intrigued. Instead of "promouvoir l'usage du français au sein de l'université," you printed "promouvoir l'usage du français au sein." I shall leave it to your readers to consult their dictionaries to find out why I hasten to correct the omission.

Brian Merrilees
Department of French



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Parking lot 'like a Brueghel village painting'

FOR ALMOST AS LONG as I have been teaching in the Faculty of Law several colleagues and I have complained repeatedly to Simcoe Hall about chaotic parking conditions on weekends in the faculty parking lot. Unhappily, our complaints have led to no resolution of the problem. In fact, it has gotten steadily worse.

Our parking lot abuts onto University Ave. and is only a few yards from the planetarium and the Royal Ontario Museum. Not surprisingly, therefore, visitors to both these amenities regard our lot as a convenient depository for their cars, despite the fact that it is clearly signposted as a private parking lot. They have every incentive to do so since the parking lot is not policed on weekends and they don't have to pay for the accommodation.

On weekends the parking lot looks like a Brueghel village painting as a steady stream of unauthorized vehicles enters and exits it and cars occupy every spare inch, blocking access to the front entrance to Flavelle House and also mak-



Was Brueghel inspired by law parking lot? (Detail from "Children's Games" by Brueghel the Elder.)

ing it difficult to move cars out of the parking stalls. If a fire were to recur in Flavelle House (there was a small fire some weeks ago) fire engines would have much difficulty getting into the parking lot, not to mention getting anywhere near Flavelle House itself!

Surely it is not beyond the capacity of Simcoe Hall to find a sensible solution to the problem. When I first joined the

faculty in 1975 a parking-lot attendant was on duty during weekends but was subsequently withdrawn without anything being put in his place. Earlier this fall the administration installed a sign at the entrance to the lot telling visitors that they must secure parking-lot tickets from a dispenser on Hoskin Ave., a distance of several hundred yards! Predictably, the sign is being studiously ignored by everyone.

To add to the difficulties, it appears that the parking office no longer operates on Sundays and that the campus police are no longer authorized to issue parking tickets. Could one conceive of a better godsend for trespassing vehicles to one of the most strategically placed

parking lots in the Bloor St. area?

None of this need be. The parking lots in the adjacent areas around Bloor St. (including the one operated on behalf of Victoria College on Charles St.) charge up to \$3 an hour and up to \$6 or \$7 a day per car. I am not suggesting that similar fees should be charged for parking in our parking lot (certainly not for those who have legitimate business at the law school), but I do suggest that the parking lot can easily pay for any policing that may be necessary on weekends to bring an end to the chaotic conditions we have endured for far too long.

Jacob S. Ziegel
Faculty of Law

Review requested

WE, THE UNDERSIGNED fellows and faculty members of Trinity College, write to express our serious concern about the absence of grievance procedures for members of the Faculty of Divinity at the college. We write in the context of the ongoing case of Professor Marsha Hewitt, a member of that faculty. Professor Hewitt may lose her post on June 30, 1989. Although there is now a motion to be debated in the Trinity council about grievance procedures, the time

is very short. Professor Hewitt's case may well be lost simply because of this factor.

We would urge that other members of the University join us in requesting that her grievance be judged by an independent review committee within the University context. Since the Grievance Review Panel, a forum controlled by neither the administration nor the faculty association, is already in existence, it is an obvious body to review the present case. Since it is independent, it is appropriate that its rulings be binding on both parties.

Bruce Alton
Patricia Bruckmann
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David Turner
Donald Wiebe
Cyril Powles
Alan Latta
S.P. Zitner

Acrimonious acronyms

"OCLSC" IS AN unpronounceable and unmemorable acronym for Simcoe Hall's latest venture into large computer systems (Ontario Centre for Large Scale Computation).

Might I modestly propose that "University of Toronto Laboratory for Applications of Supercomputing" would lead to a more appropriate abbreviation?

W.M. Snelgrove
Department of Electrical
Engineering

Price is a bit steep for a 'rewarding experience'

I HAD THOUGHT that the purchase of James Wolfe's copy of Gray's *Elegy* was a useless waste of \$325,000, but I stand corrected by writer/librarian Maureen Harris (*Bulletin*, Nov. 21). Ms. Harris reports that, in response to this acquisition, she was moved to examine the historical literature on the general. Now she has an up-to-date, though rather drab, view of Wolfe to place next to the heroic image she imbibed in her youth from what were no doubt profoundly *English-Canadian* schoolbooks. Since she is not a narrow-minded historian, she feels no need to choose between contradictory accounts of the past, but cherishes them all with even-handed devotion as though they were different editions of *Ulysses*.

Ms. Harris is very interested in myth and so it is quite natural that she should be drawn to the figure of General Wolfe. Her own history textbooks and those written for Ontario schools in the last

century would provide wonderful material for a study of Wolfe-as-hero. I'm sure Ms. Harris will find plenty of books of this sort in Robarts; if not, Richard Landon can probably purchase an adequate supply for a few hundred dollars.

Meanwhile, I'm not sure exactly what Ms. Harris has learned or expects to learn about history, myth or poetry from the \$325,000 book. Her letter seems to suggest that the mere presence in her building of a treasured piece of Wolfiana was enough to set off her extensive reflections on Canadian history and the influence of literature. This is a truly marvellous effect and I am glad to know that the acquisition of the *Elegy* turned out to be such a personally rewarding experience for at least one employee of the University of Toronto Library. All the same, I do think the price was a bit steep.

Allan Greer
Department of History

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Professor of Law
Harvard Law School

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Clarification of agreement

THE ARTICLE on the new affiliation agreement recently announced by the University and OISE contains two factual errors ("U of T, OISE reach agreement" *Bulletin*, Nov. 21). First, it is not true that staff members at OISE or FEUT cannot teach at the other institution without a cross appointment. While anyone who teaches a graduate course must be approved by the U of T's School of Graduate Studies, a cross appointment is not a requirement. Nevertheless, at present, several OISE faculty members hold cross appointments to other U of T departments and centres. Similarly a number of U of T faculty members are cross appointed to OISE. Under the new agreement cross appointments will continue to be arranged under existing procedures which require more than the approval of the chair of the graduate department.

Second, only FEUT faculty members who hold cross appointments to the proposed Joint Centre for Teacher Development or who submit research proposals in collaboration with OISE faculty will have access to the Ministry of Educa-

tion's annual Research-Development Transfer Grant to OISE. This is a special grant to support applied educational research under a set of ministry priority areas.

Malcolm Levin
Assistant Director (Academic)
Ontario Institute for Studies in
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Yonge — Lawrence subway, January — July 1989. Modern, furnished 2- to 3-bedroom town house. Air-conditioned, lovely garden. \$1,300/month plus utilities. Use of pottery studio negotiable. 488-0913/978-3577.

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Carlton/Yonge subway. Furnished 1-bedroom penthouse, garage, laundry, swimming pool. January 1 — August 31. \$887. 595-1771, weekdays 9 a.m. to 6 p.m.

Annex 2-Bedroom Reno. Bright, spacious, fireplace, skylights, deck, entire top floor, on Albany 1/2 block from subway. \$1,360 + utilities. Laundry, dishwasher. For December 15th. 460-4901, ask for Bob Van or Bert.

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Bloor/Yonge. Super, large, furnished bachelor. A/C, quiet. January 1. Flexible sublet, 6 months plus, \$675. Annex — nice furnished bachelor in quiet house, share bath, \$450. Same in High Park, \$400. Pat — 530-0647.

Apartment, Casa Loma area, two-bedroom, large, bright, washer, dryer, quiet tree-lined street, residential. Five minutes St. Clair West subway. Non-smoker, no pets, permit parking street. Available January 16th, \$1,150/month. 489-7467 after 6 p.m.

Beaches, furnished 6-room semi, choice location, south of Queen near boardwalk and park, references required, \$1,200/month, 1-year lease, evenings 822-7392.

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Draft ethics policy is seriously flawed

by Barry McCartan

IN ITS HASTE to placate the public's outrage over the latest edition of the *Toike Oike*, Simcoe Hall has proposed an ethics policy for the campus press that is seriously flawed. Members of the University who think that by embracing this policy they will stop the *Toike* from offending them in the future should think again.

David Neelands, assistant vice-president (student affairs), presented the draft policy to the University Affairs Board on Nov. 29. If approved, the policy will require campus media receiving direct University support (student fees) or indirect support (rent-free office space) to abide by a code of ethics that includes a statement restricting "abusive material biased or prejudiced on the basis of race, gender, sexual orientation, age or physical disability." If the provost believes that a campus newspaper is not complying with its own code of ethics, she can approach it and seek assurances that it will live up to that code. If the paper fails to respond to her requests she can then recommend to the University Affairs Board that they vote on excluding that newspaper from the campus by cutting off rent-free space, phones, mail and other privileges.

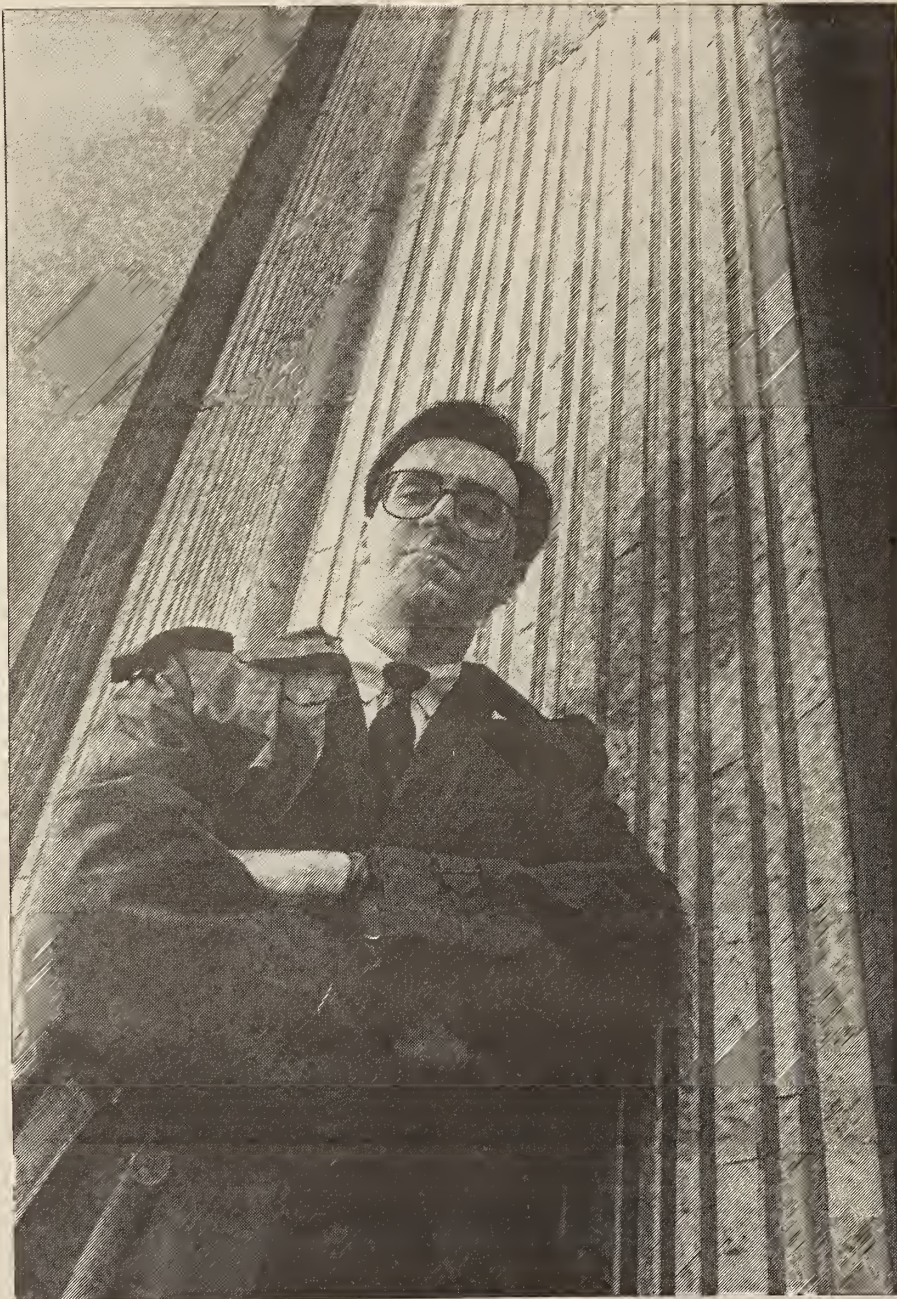
The policy should be opposed. It will not stop the *Toike's* continued publication, and will compromise the independence of the legitimate campus press.

No need

No one has made a case that there is such a wide-spread breakdown of the campus media's ability to regulate itself that this policy is justified.

Most members of the U of T community probably aren't aware that there are as many codes of ethics as there are newspapers, and each newspaper has a different standard of conduct from the others. Most campus media voluntarily adopted anti-discrimination provisions long ago. *The Varsity*, for example, has a very detailed code of ethics drawn from policies of papers such as *The Globe and Mail*. Anyone can use the code to challenge the paper's editorial policy in an impartial and independent forum. Full-time students also have the power to impeach the editor or shut the paper down if they wish.

College papers such as *The Mike* have a similar structure except they rely on the more general Canadian University Press code of ethics as their standard. Unlike *The Varsity*, college papers receive the vast majority of their funding from student fees, and are therefore even more dependent on the opinions of their community. CIUT radio is the most strictly regulated campus media of all, due to the requirements of the CRTC. A



Barry McCartan

complaint to the CRTC can have negative repercussions at licence renewal time.

Except for the newspaper, all campus media are owned and controlled by the public — in this case students — and are accountable to the University.

Only the *Toike* might require the type of policy proposed if it is clear that it can't regulate itself. However the *Toike Oike* is not an "information medium," in the same way as the *Bulletin* or CIUT are information media. This degrades the serious purpose of these media. The *Toike* is not a newspaper in any sense other than it is printed on newsprint. The *Toike's* juvenile taunting of its adversaries and washroom humour should not be confused with responsible journalism.

The only other example of a recent

breach of ethics is an article entitled "Let the Feminists fund themselves," published in the Oct. 18 issue of *The Underground*, the Scarborough College student newspaper. This article has been mentioned as something this new policy will prevent in the future. But the University's lawyers suggest that there is virtually no case against *The Underground* and that the case against the *Toike* is weak.

As embarrassing, distorted and stupid as *The Underground* article was, it didn't incite hatred against anyone.

As long as opponents have equal time, all students have the right to express their opinions. This freedom should only be limited when someone is clearly endangered by its exercise.

David Neelands has already recognized that it was a mistake to suggest the administration should be enforcing journalistic ethics in this way. He may amend the policy so that it simply requires an anti-discrimination provision agreed to by all media and enforced by Simcoe Hall. However, this small improvement will not alter the dangers in leaving the provost to be the judge of whether or not campus media are publishing abusive material.

The argument against political controls on the press is well known. How can the press provide a fair and accurate account of events if it is subject to the implicit or explicit control of government officials? Neither the provost nor any other University official can be both a prosecutor and a judge, as this new policy seems to demand. No matter how

fair-minded they may try to be, the administration will be in a conflict of interest because student media report on administrative activities and decisions.

The policy might also be used by the narrow-minded to enforce their standards of acceptable discourse on the larger community to the University's detriment.

A simple example makes this clear. What would the provost decide about an article in *The Mike* reflecting the Catholic view that practicing homosexuals are sinful? Would it be judged "abusive on the basis of sexual orientation"? No doubt some would argue just that.

This policy will quickly prove to be a paper tiger. Would Governing Council really shut down *The Varsity* after 109 years of publication because one group of editors honestly disagreed with the provost's judgement? Obviously not, just as very few members of Governing Council seem willing to ban the *Toike* after years of problems.

Self censorship

In practice, the policy will encourage the campus press to censor itself. The policy's vagueness and its failure to recognize the internal mechanisms the media have for preventing prejudice and resolving disputes would make any sensible editor be very careful. As even a single complaint may bring a rebuke from the provost, editors will fear publishing controversial articles on certain topics. This policy will limit the range of acceptable opinions and debate on campus through intimidation.

The real problem in the *Toike* affair is that some engineers really don't think there's anything wrong with the *Toike*. They don't understand why people are upset when they "joke" that feminists are lesbians, with the implication that they are not "real women." They don't understand the sense of vulnerability women feel when the *Toike* suggests that a beating is a fit response to a refusal to have sex.

However, a ban on the *Toike* would only hide these attitudes under a veneer designed to preserve the University's

public image. Censoring the *Toike* would just drive these attitudes underground where it would be impossible to change them. No one can have a debate with shadows.

The best alternative to a media ethics policy is education, surely

something a University can appreciate. Some of this education has already started. The ruckus over the *Toike* has forced some of the more retrograde elements in engineering to meet feminists and lesbians for the first time in their lives. Indeed, the Engineering Society is thinking about joining their serious newspaper, the *Cannon*, and the *Toike* into a humour and news magazine.

The dangers of the policy to the legitimate campus press are apparent. That it won't stop the *Toike* from repeating its offence is obvious. Its only value is making it appear that U of T is acting against the *Toike*, when it is really only infringing unnecessarily on the freedom of speech of the legitimate campus press. The administration's policy fails to deal with the problems of the *Toike*, and thus should not be approved by Governing Council.

Barry McCartan is a part-time student representative on Governing Council and a former city editor of *The Varsity*.

University of Toronto Draft Policy with Respect to Campus Media

ANY CAMPUS information media that receive University support or assistance, such as space, compulsory fees and indirect subsidies such as telephone and mail service should act under an appropriate code of ethics that includes a statement restricting abusive material biased or prejudiced on the basis of race, gender, sexual orientation, age or physical disability.

The current version of this code must be on file in the Office of the Vice-President and Provost.

Should, in the opinion of the vice-president and provost, any campus infor-

mation medium not comply with its code of ethics, the vice-president and provost will convey that opinion to the supervising office or society, asking the organization to provide assurances, and specific undertakings, if necessary. If the organization does not reply, or provide adequate undertakings, the vice-president and provost may make further recommendations to the University Affairs Board about the appropriateness of continuing University support.

Office of the Vice-President and Provost
November 22, 1988